

FINANCIAL TIMES

Europe's Business Newspaper

FRIDAY MARCH 18 1994

BMW stays ahead of car industry rivals in Germany

BMW has once again proved the leading light of the German automotive industry. On the strength of a DM616m (S\$35m) net profit last year, and an unchanged dividend, the Munich-based carmaker plans to raise about DM800m through a rights issue. Daimler-Benz managed a net return of only DM600m, compared with DM1.45bn last year, and the troubled Volkswagen group came in as expected with DM1.5bn loss, but maintained its DM2 payout as an indicator that it was on the road to recovery. Page 17

Russian mayor forced out: Victor Cherepkov, mayor of Vladivostok, was removed from office by riot police in a move that brings to the surface disputes over reform policies in a city where the growth of a free market has been more marked than any other in Russia. Page 16

First woman general in German history

Colonel Verena von Weymann (left) of the German Air Force, will on April 1 become the first female general in German history, having been chosen by defence minister Volker Rühe. Meanwhile it was announced that for the first time Russia will hold large-scale naval manoeuvres with Germany, Britain, the Netherlands, Norway, Russia and the US, off the Norwegian coast from March 21.

MoDo, one of Sweden's leading forestry groups, signalled a long-awaited upturn in the forestry cycle when it announced a sharply reduced loss for 1993 and predicted a strong return to the black this year. Page 18

LVMH, French luxury goods group, announced a 19 per cent increase in net profits to FFr3.57bn (S\$500m) for 1993 and forecast strong earnings growth in 1994. Page 17

London 'hampered over planning': London's position as a world city has been weakened by the absence of a single planning authority for the central business district, according to property agents Hillier Parker. Page 9

Reed Elsevier, Anglo-Dutch information and publishing group, celebrated its first year as a combined operation with a 30 per cent increase in pre-tax profits to £34m (£77m) but the City marked down the shares of both partners, after they warned of difficult conditions ahead. Page 17

Peres calls for removal of settlers: Israeli foreign minister Shimon Peres added his voice to the chorus of ministers calling for the evacuation of all Jewish settlers from Hebron, as new evidence emerged that Baruch Goldstein may have been aided by a second settler in carrying out last month's Hebron massacre. Page 6

Chemicals upturn: Firm signs of recovery after a four-year slump in the German chemicals industry emerged as BASF reported improved earnings and sales in the first two months of the year. Page 17

Artificial 'bone' created: UK scientists have made and tested a replacement bone material which knits cleanly together with real bone and could most importantly be used in hip replacements. Page 9

Japanese spending falls: Japan's difficulties in reviving flagging consumer demand were underlined by figures showing that Japanese households spent on average 0.6 per cent less in real terms last year than in 1992 - the first annual decline in household spending for 12 years. Page 7

"War" warning: An unprecedented liberation war lies ahead if the South African government crushes opposition to April's all-race elections, Chief Mangosuthu Buthelezi, leader of the Zulu-based Inkatha Freedom party, warned. Page 6

Compromise sought on technology bill: Controversial US legislation to speed the development of new manufacturing technologies and an "information superhighway" looked set to be thrashed out at a House-Senate conference for a compromise to be thrashed out. Page 6

Counter attractions: Counterweights at the base of the 14th-century marble Tower of Pisa have not only stopped its leaning but have actually begun to reverse the process. As a result, visitors may be allowed to climb its 294 steps again. Page 1

US LUNCHTIME RATES

Federal Funds: 3.4%
3-mo T-bills: 3.500%
Long Bond: 9.2%
Yield: 5.810%

LONDON MONEY

3-mo Interbank: 5.5% (same)
Libor long gilt future: Mar 1113; Mar 1114

NORTH SEA OIL (Argus)

Grent 15-day (May): \$13.75
Gold: \$392.20
New York Comex (Apr): \$283.00 (\$35.6)
London: \$303.15 (\$35.9)

Austria: D100; Greece: D100; Ira:

Denmark: D100; Hong Kong: HK100; Malta:

Belgium: D100; Hungary: F110; Morocco:

Portugal: D100; Iceland: NL100; Neth:

Cyprus: C10; Italy: P10; Algeria: NL100; Spain:

Czech Rep: CZK10; Israel: NL100; Norway:

Denmark: DN10; Japan: J1000; Sweden:

Egypt: E10; France: F100; Switzerland:

Finland: F100; Kuwait: FK100; Poland:

Portugal: E220; UAE: D100

Germany: D100; Telcom: US\$1.00

Sarajevo siege eased as drive for peace gains pace

Croats and Moslems to sign agreement in Washington paving way for confederation

By Laura Silber in Belgrade and
Judy Dempsey and James Blitz
in London

The first step towards lifting the siege of Sarajevo took place yesterday after Serbs and Moslems agreed to allow movement in and out of the Bosnian capital on the eve of a surprise visit to the city by Mr John Major, the British prime minister.

A separate agreement between Bosnia's Croats and Moslems will be signed in Washington, highlighting the intensifying international moves towards an overall settlement for former Yugoslavia.

The Sarajevo agreement, signed yesterday by Mr Momcilo Krajisnik, speaker of the Bosnian Serb assembly, and Mr Hasan Muratovic, a Bosnian official

responsible for UN affairs, comes into effect next Wednesday.

Although the deal falls short of allowing complete freedom of movement, it signals the gradual return of normality to a city besieged by Serb forces for over 23 months, and whose inhabitants were prevented from leaving by the Bosnian government for fear the capital's defences would collapse.

However, commercial traffic will not be allowed into the city, people can be refused permission to leave and anyone wanting to cross the front lines on certain routes must apply for permission 24 hours in advance.

"The siege will not be over until all citizens can be transported freely," Mr Muratovic told reporters in Sarajevo.

Yesterday's agreement is a result of the shuttle diplomacy led by Mr Vitaly Churkin, Russia's special envoy, Mr Charles Redman, his US counterpart, and UN officials in their bid to maintain the peace momentum after

Bosnian Serbs last month agreed to withdraw all heavy weapons from Sarajevo or risk Nato air strikes.

Another agreement resulting from this shuttle diplomacy is expected to be sealed today in Washington when President Bill Clinton presides over the signing of a constitution which will bind Bosnian Croats and Moslems in a loose federation.

President Franjo Tudjman of Croatia and President Alija Izetbegovic of Bosnia, are to sign the agreement, which is likely to pave the way for the establishment of a confederation between Croatia and the new Bosnian federation in a move which could end the fighting in the western part of Bosnia.

Mr Churkin, who is in Washington, is due to hold talks with US and UN officials at which he is expected to spell out plans for an agreement between Serbia and Croatia as part of an overall settlement aimed at finally bringing peace to the region.

Compromise offer to UK and Spain on EU expansion

By Lionel Barber and David Gardner in Brussels and
Roland Rudd in London

Britain and Spain are being offered an automatic right to delay European Union decisions for two months in an effort to resolve the crisis over entry terms for Sweden, Finland, Austria and Norway next year.

The compromise being informally offered by the 10 EU partners falls short of Anglo-Spanish demands to maintain present voting rules, whereby two big countries and one small member state can combine to block decisions.

But it might allow London and Madrid to proclaim a partial victory in their efforts to protect the interests of big member states when the union expands from 12 to 16 countries.

The UK cabinet yesterday authorised Mr Douglas Hurd, foreign secretary, to reach an agreement that falls short of Britain's present position. But he was warned by colleagues that any deal must preserve the "substance" of the original position.

Senior EU diplomats made

fight for Britain's interests at the heart of Europe.

At prime minister's questions, Mr John Major rebuked a Conservative Eurosceptic who tried to draw him on the negotiations. He said Mr Hurd would defend "Britain's best interests without any delay in enlargement." Tory Eurosceptics, led by Mrs Ann Winterton, unsuccessfully demanded a debate on the future shape of the EU.

EU diplomats in Brussels have also warned that several national parliaments, notably those of Portugal and the Netherlands, would refuse to endorse the Anglo-Spanish proposals because they would paralyse decision-making and strengthen the power of the bigger states.

However, the informed judgement in Brussels is that the formula is not acceptable to the European Parliament, which must approve accession of the four countries by May 4.

EU diplomats in Brussels have also warned that several national parliaments, notably those of Portugal and the Netherlands, would refuse to endorse the Anglo-Spanish proposals because they would paralyse decision-making and strengthen the power of the bigger states.

A compromise on voting weights would remain in force until 1996, when all EU member states are due to hold a constitutional review to examine the operation of the Maastricht treaty. Hopes that it might settle the present differences are tempered by the knowledge that the difficult question of powersharing in an expanded union is only being postponed.

Rift with Murdoch threatens BBC's TV service in China

By Raymond Snoddy in London

Mr Rupert Murdoch is planning to stop beaming the BBC World Service Television News into China, Taiwan and Hong Kong, apparently in response to Chinese government sensitivities over television news from the west delivered by satellite.

Mr Murdoch, who last year bought a controlling interest in Star TV, the satellite system that broadcasts the BBC in Asia, is planning instead to show a Chinese-language film channel.

China recently clamped down on Star TV dishes and has expressed anger about a recent BBC documentary on the life of the late Chinese leader Mao Tse-tung and references in programmes to the massacre in Tiananmen Square in 1989.

News Corporation and BBC are already in dispute over the BBC's plans to launch an Arabic-language service aimed at the Middle East, a service which would have overlapped with the five-channel Star service.

The key issue between the BBC and News Corporation, however, is the Star news contract, and detailed negotiations have been going on for some time.

Both sides have the right to terminate the contract at the end of this year but Mr Murdoch wants to end the contract before that. If agreement can be

Hanson to attack Asian markets

By Maggie Urry in London

Hanson, the Anglo-American conglomerate, is to enter the rapidly growing Far East markets by establishing a new subsidiary, Hanson Pacific, in Hong Kong.

The attack on Asia will be led by Mr Robert Hanson, 33-year-old son of the chairman, Lord Hanson. He will chair Hanson Pacific, which will be run by two new appointments to the group, Mr Simon Hsu, a former investment banker, and Miss Yuen-Cheng Ng, a US-trained lawyer.

The new subsidiary is intended to develop opportunities in Asia, but is unlikely cause a substantial shift in the source of group profits for some time.

Hanson sees Asian potential for joint ventures for subsidiaries, such as Peabody Coal, SCM Chemicals, Cavenham Forest Products and Imperial Tobacco - which is already looking at opportunities in China. The office will supplement Hanson's interests in Australia, which include coal and titanium dioxide.

So far Mr Hanson's success as a corporate strategist has been limited. As a main board member, his current role is to look for opportunities in Europe.

In October 1992, he implied

Continued on Page 16



Paul Touvier awaits the start of his trial for war crimes in Versailles yesterday. Touvier, 78, was intelligence chief of the militia in Lyon

Satellite venture wins \$600m contracts

By Louise Kehoe
in San Francisco

A US-Russian joint venture to launch satellites using Russian Proton rockets has secured over \$600m in contracts, including an agreement to launch up to five satellites for a European television broadcaster, officials of Lockheed-Khrunichev-Energia International announced.

Charles Lloyd, LKEI president and chief executive officer, said: "This is an extremely important contract for us, because we beat the French in a deal with a European customer." Ariane, the France-based European consortium that controls about 60 per cent of the world's satellite launch business, also bid for the contract. Mr Lloyd said.

LKEI will launch up to five satellites for Société Européenne des Satellites (SES), a Luxembourg-based company that is building a satellite broadcast network called DirectTV.

The contract is in addition to an earlier agreement to launch up to five satellites for Space Systems/Loral, of California. The first launch is set for early next year. Before the formation of LKEI last year, the Russian partners reached an agreement to launch communications satellites for Motorola.

The latest contracts make LKEI a serious contender in the \$1.6bn commercial satellite launch market, analysts said.

Continued on Page 16

March 1994

comer

£20,000,000

Management Buy-Out of

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NatWest Ventures

Co-underwritten by

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Ulster Investment Bank Limited

Reporting Accountants

Solicitors

KPMG Corporate Finance

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NEWS: EUROPE

Kinkel's 'dynamism' upsets the French

By Quentin Peel in Bonn

Mr François Scherh, France's able and experienced ambassador to Germany, was not the only man in the firing line in Bonn yesterday.

To be sure, his injudicious briefing of German correspondents on strains in the Franco-German relationship was the immediate cause of an outburst of German indignation.

German officials were adamant that he had been "summoned" to the Foreign Ministry to explain himself, and persuaded to issue a retraction of his reported words. The French version was that the

meeting was pre-arranged, and the whole affair blown up out of all proportion. Yet behind the diplomatic flurry, and the anxious telephone calls between Bonn and Paris, lay the hand of the man who was clearly the target of much of the real French concern about Germany's new foreign policy style and direction: Mr Klaus Kinkel, the foreign minister.

It is his blunt manner of speaking and short fuse in delicate negotiations which have clearly upset some of his counterparts, both in Paris and Brussels. He is clearly a man who arouses strong feelings on both sides.

"He is like a breath of fresh air," according to one European diplomat in Bonn. "He is certainly a bit of a bull in a china shop, but sometimes deliberately so. That is his way of getting things done." One French minister puts it rather differently, albeit diplomatically: "We have been a little upset by his dynamism."

In Brussels, officials involved in the recent enlargement negotiations on the admission of Austria, Finland, Norway and Sweden into the EU - negotiations on which the German government set great store - described his behaviour as "extraordinary".

"He was cursing people on all sides, saying he was wasting his time," according to one senior official. "He managed to offend the Spanish, the Irish, the Norwegians and the French, to mention just a few."

Yet he has his admirers. One fairly neutral observer declared: "The enlargement talks were his finest hour. If it had not been for Kinkel, they would never have been finished. The Germans moved in and took over the whole thing. They set up informal working groups under German leadership. It was a thoroughly impressive operation."

Mr Kinkel is the unlikely

combination for a foreign minister of an undiplomatic, unpredictable animal. Yet he was singled out by his former boss and mentor, Mr Hans-Dietrich Genscher, as the right man to take over his mantle, not only as foreign minister but also as leader of the Free Democratic party, the eternal king-makers in the German system of coalition governments.

The pressure on him today is enormous. Not only does he have to carry out all the functions of a foreign minister, but he also has to rescue his party from the threat of political oblivion. The FDP slumped last weekend in the state elections

in Lower Saxony below the magic 5 per cent needed to gain any seats. It was a result certain to fuel grumbling about his leadership.

His lack of frontline political experience also makes him hypersensitive to criticism. "He has a very short fuse, and he is sensitive about being sensitive," one Bonn observer said yesterday. "He is under attack on the domestic front, where his party is in grave trouble. And he faces criticism about his lack of diplomacy."

"Mr Scherh could scarcely have chosen a worse moment to criticise him personally."

Odd couple's tiffs, page 15

The conversion of Mr Chernomyrdin

Russia's so-called conservative prime minister has become dedicated to reform, writes John Lloyd



Chernomyrdin: extraordinary turnaround

Mr Victor Chernomyrdin, the Russian prime minister, long regarded as a conservative, is enjoying a second career - as a reformer. "There is no doubt he's serious," said a senior US Treasury official this week. The evaluation marks an apparently extraordinary turnaround.

The 55-year-old premier has been in office for a little over a year, since taking over from Mr Yegor Gaidar at the end of 1992. Instantly seen as a conservative from the energy lobby, the spoilt object of state investment - he was formerly a Soviet oil and gas minister and head of the Gaspros gas monopoly - he spent much of last year appearing gradually to go along with reformist plans driven by deputy prime ministers like Mr Anatoly Chubais (privatisation), Mr Boris Yefimov (finance) and Mr Gaidar (economy).

Since the last two of these resigned in January, it has gradually become clearer that Mr Chernomyrdin, and his first deputy prime minister Mr Oleg Soskovets, wish to emerge as reformist figures and to be seen as men who are as convinced of the necessity for the adoption of market principles as their former colleagues. The evidence includes:

• A continued insistence by

Russia told the US yesterday it would join Nato's Partnership for Peace military co-operation programme. Reuter reports from Moscow. The partnership offers the countries of eastern Europe closer military ties with Nato without full membership rights.

Mr Chernomyrdin on a tight credit policy, of the kind which brought down inflation to a low of 10 per cent last month. Mr Chernomyrdin took exception two weeks ago, during a meeting of ministers, senior officials and regional leaders, to a speech by Mr Victor Gerashchenko, central bank chairman, in which his one ally said inflation was less important than the maintenance of employment for the first time, in public. Mr Chernomyrdin underscored his difference of principles with the bank chairman.

Perhaps because of this, Mr Gerashchenko has also kept the lid on credit expansion this year. Financial officials say that credit is running at only 40 per cent of the level permitted by the government's Credit Committee.

• A commitment to radical measures - including land privatisation. Mr Chernomyrdin went to Nizhny Novgorod last week and there enthusiastically endorsed auctioning of land to the members of state and collective farms - saying

that he would ensure that the Nizhny model became a federal programme. Nizhny Governor Boris Nemtsov, the symbol of regional reform, was delighted. • The testimony of those close to him - notably that Mr Peter Castenfelt, a respected Swedish financier with a long record of working with Russia, who last month was appointed adviser to Mr Chernomyrdin and Mr Soskovets on enterprise reform. Mr Castenfelt last month pressed Mr Michel Camdessus, the managing director of the International Monetary Fund, to accept the Russian premier's reformist credentials.

"Mr Chernomyrdin is absolutely determined to keep to the budget," said Mr Castenfelt, now in Moscow. "He's a real boss, and now he means business. He's much more market-oriented than he's been represented - but he's been burned by the criticism of him as a conservative and he feels isolated from western opinion.

However, Mr Chernomyrdin must be at least as tough - in fact, tougher - than were Mr Gaidar or Mr Fyodorov, if his newly-minted credentials are to stand the test. Yesterday he told the parliament's upper house that he had signed the 1994 budget and passed it to parliament for consideration. That "consideration" will be the first real test of the parliament's mood on the economy.

It will, at the least, not be an easy ride: the Rbs183,000m expenditure envisaged has been greeted with threats of social explosion from all the lobbies, especially from the army, and lobbies are well represented in both houses of parliament. On the income side, the envisaged Rbs120,000m is unlikely to materialise: poor tax collection and declining profits have meant that income is running at little more than half that annual rate.

If parliament rejects the budget, a very hard choice must be made. The options are to bow to its will and print vast sums of money to cover a budget even more in deficit than the proposed one; to resign; or to bring the budget in under presidential decree - an option under the constitution.

Mr Chernomyrdin has stood with President Boris Yeltsin for the past year and he stands or falls with Mr Yeltsin. For the moment, that means he stands for reform.

EUROPEAN NEWS DIGEST

Pay protests sweep France

Demonstrators and police clashed in Paris yesterday after French trade unions and student groups joined forces to protest against a law which they claim undermines the minimum wage but which the government sees as vital to reduce youth unemployment. More than 30,000 demonstrators took part in the protests in Paris, which were the first to bring concerted action by the largest union groups and student organisations. Clashes erupted on the fringes of the march, with some demonstrators throwing stones and bottles at riot police. Tens of thousands of demonstrators also joined protest marches in provincial cities including Bordeaux, Lille and Lyons.

The protesters say the law, which allows apprentices between 16 and 25 to be paid less than the minimum wage of FF15,865 (\$380) per month, undermines workers' rights and forces the young to pay for their training. Mr Edouard Balladur, the prime minister, sought to ease concerns in an open letter published in the daily *Liberation*. "Do you really think that the government would deliberately seek to harm the young?" he asked. "Our only motive is to end the situation where 750,000 youth are deprived of a job... I refuse to allow one in young people to remain on the wayside." Yesterday's protests were the fourth significant demonstration against the measures, and were called despite government concessions. *John Riddington, Paris*.

Spain fines KIO company

Spanish authorities yesterday imposed fines of Pta1.8bn (\$12.58m) on the Kuwait investment office's collapsed Spanish holding company and its affiliates for failing to declare share purchases made in 1990 and 1991. Grupo Torras, which went into receivership in 1992, was fined Pta3.8m and the Dutch company Kokmeeuw Holdings Pta50m. Smaller penalties of Pta1m were imposed on KIO's former Spanish agent Mr Javier de la Rosa, an investment company owned by him and another investment unit controlled by KIO. The case involved indirect purchases to increase the group's stake in the Ercros chemical concern and Prima Inmobiliaria, a property company, said Spain's National Securities Market Commission. Under Spanish law, purchases of more than 5 per cent in a traded company must be declared. *David White, Madrid*

Economic outlook brightens

Evidence emerged yesterday that France and Germany, Europe's two biggest economies, are emerging from recession more strongly than expected. In France the National Institute for Statistics and Economic Studies predicted growth of 0.7 per cent in the first half, up from December's forecast of 0.5 per cent. The revision is because of unexpected strength in household spending and exports. And in Germany, Mr Tyll Necker, head of the BDI industry federation, detected the first signs of recovery, saying industry was receiving a small boost from increasing export orders. Mr Edmond Alphandery, the French economics minister (left), was buoyant: "Everything is going in the right direction. All our forecasts are being confirmed and, day after day, statistics prove the government's scenario is realistic." He said, however, that expects unemployment to rise to 12.7 per cent. Mr Necker admitted inland consumer and investment demand remained weak, a view endorsed by the Federation of German Retail Traders who said retail sales in western Germany would fall up to 4 per cent this year. *Reuter/AP, Paris, Bonn*

Bank workers accept 2% rise

About 440,000 German bank employees yesterday accepted a 2 per cent pay rise, bolstering hopes that non-inflationary pay settlements can be achieved across the board in Germany. After four rounds of talks and a final 12-hour session, agreement was reached in line with earlier pay rises for engineering and public sector workers but below forecast annual inflation of 3 per cent. Construction, textile and print workers are the only big labour groups who have yet to negotiate a pay deal this year. *Michael Lindenmann, Bonn*

Polish reformer chosen

Mr Waldemar Pawlak, Poland's prime minister, is to ask President Lech Walesa to appoint Mr Darlusz Rosati, an advocate of free-market reforms, as deputy prime minister and finance minister. Mr Rosati, 48, an economics professor, is expected to pursue a financial austerity policy. He was proposed by the leftist Alliance to replace Mr Marek Borowski, who resigned over policy differences with Mr Pawlak. Mr Rosati is head of the East and Central European section of the United Nations' Economic Commission. *AP, Warsaw*

Compensation for Nazi victims

The Czech government will pay Kcs1bn (\$33.8m) to an estimated 10,000 victims of Nazi persecution during the second world war. However, the compensation will apply only to those who suffered in concentration camps and prisons, not to those uprooted and subjected to forced labour. The money for compensation will probably be drawn from a sale of enterprises formerly owned by the Communist party or from the privatisation of small enterprises. The government continues to seek compensation from Germany. *AP, Prague*

Turkish Kurd MPs charged

Six Turkish MPs, representing radical Kurdish groups, were charged yesterday and could face the death penalty if convicted for offences against the unity of the state. Mrs Tansu Ciller, the prime minister, said the MPs were surrounded by a "cloud of terrorism" which linked them to the outlawed Kurdish Workers' party. *Reuter, Ankara*

ECONOMIC WATCH

Italy reins in budget deficit

Italy

State sector borrowing requirements £ trillion

1990 91 92 93 94

Actual target

Forecast

Source: Bank of Italy

Italy's budget deficit fell by 3.3 per cent last year but was still marginally higher than forecast at L163,533bn (\$9.85bn). This compares with a projection of L151,200bn and the previous year's L158,840bn. Excluding interest payments on the rising debt stock, there was a surplus close to 2 per cent of gross domestic product. Although austerity measures to contain public borrowing were the harshest applied by any EU member, the deficit still represented almost 10 per cent of GDP. Italy is committed to bring the deficit within Maastricht convergence criteria to around L106,000bn (5.8 per cent of GDP) by 1996. The 1994 budget envisages a deficit of about L151,000bn. *Robert Graham, Rome*

Consumer prices in the Netherlands rose 0.5 per cent in February from the previous month and were 3 per cent higher than a year earlier. Excluding indirect taxes, the February consumer price index was up 2.5 per cent from a year earlier and 0.6 per cent up from January.

Swedish consumer prices rose 0.3 per cent in February, and 1.9 per cent since February last year.

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4th International Congress on Lasers in Dentistry

□ 22-23 September 1994

6th International Petrochemical

Conference (PETROCHEM '94)

□ 2-5 November 1994

1st International Congress on Dialysis in

Developing Countries

EXHIBITIONS 1994

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Italy's centre parties launch offensive

By Robert Graham



Italy's centre parties have launched a desperate offensive to avoid being squeezed to insignificance by the big coalitions to their left and right in the March 27 general elections.

Centrist leaders yesterday began a series of measured attacks focusing on disagreements within the Progressive Alliance led by the former communist Party of the Demo-

cratic Left (PDS) and the potential cost of media magnate Mr Silvio Berlusconi's economic programme.

Until now the two principal groupings forming the centrist Italian Pact - the Popular party (PPI), formed from the defunct Christian Democrats, and referendum leader Mario Segni's Pact - have been marginalised.

But in the past few days the centrists have taken heart from a growing feeling that neither the left nor the right are likely to win an outright parliamentary majority. They are thus hoping to play a broker's role in forming the next

government. Mr Giorgio La Malfa, the Republican party leader and part of the Italian Pact, said yesterday: "In the past few days the centre has relaunched itself because people have realised there are not two but three voting options... They also have woken up to the fact that today's alliances on the left and right would be tomorrow's government if either wins outright."

He and other centrist politicians also highlighted the contradictions in the position of the PDS's principal ally, Reconstructed Communism, formed from the hardline

rump of the old Italian Communist party. Reconstructed Communism supports raising taxes on government bonds and withdrawing from Nato. At the same time, Professor Mario Baldassari, the chief economist of the Pact, said the free market proposals of Mr Berlusconi's Forza Italia platform risked a drop of some £45,000bn (£27bn) in budget revenues. He said yesterday the programme would be impossible to carry out without raising the ratio of debt to GDP to well over 125 per cent by 1995.

Mr La Malfa went further and claimed that a govern-

ment formed solely from the right - Forza Italia, the populist Lombard League and the neo-fascist MSI/National Alliance - risked provoking a confrontation with Italy's trades unions.

This in turn put at risk the July 1993 tripartite agreement between employers, trades union and the Ciampi government linking wage increases to productivity and end-of-wage indexation.

Coinciding with these criticisms, the former Socialist prime minister, Mr Giuliano Amato, has been pointing to the need for a broad-based government. Both Mr Achille

Occhetto, the PDS leader, and Mr Berlusconi have been hinting that this was an option they could support.

Playing on the large number of undecided voters and the fear of a polarised result is the best tactic available to the centre. Nevertheless, the Italian Pact and its leader, Mr Segni, still risks being the main victim of the new first-past-the-post voting system that covers 75 per cent of parliamentary seats. Both the left and right are likely to have acquired a critical mass of support, making it hard at the constituency level for Pact candidates to get the most votes.

Doctors in Sweden fight PM's cure-all

By Hugh Carnegy
in Stockholm

general thrust by the Bildt government to introduce greater competition into the system - a move fiercely resisted by the opposition Social Democratic party, the architect of Sweden's welfare edifice. If Mr Bildt should win the general election in September (which the polls suggest is unlikely) he would like to move on to allowing the establishment of private hospitals in Sweden outside local authority control.

The medical association, ironically, is in principle in favour of greater freedoms for its members. But it is objecting to a proposal that family doctors who are chosen by fewer than 1,000 patients should be fired by the local authorities, regardless of their length of service.

The second dispute is about proposals by the local authorities - who negotiate centrally with the medical association - to cut higher weekend and night-duty pay rates for doctors to compensate for health spending cuts.

According to the association of county councils, overall health service spending has been cut by SKr16bn (£235m) in each of the last two years, bringing annual spending down to SKr16bn, or about 7.5 per cent of GNP, one of the lowest levels in the OECD.

The current row revolves around a reform which for the first time gives Sweden the right to choose their individual family doctor and which gives doctors the right to set up private practices independent of the local authorities.

A further change, due to take effect next month, will also allow specialists doctors to set up privately for the first time. Neither step amounts to its own to a splintering of the system. So far fewer than 1,000 doctors have opted to go private, while the majority are apparently content to remain within the governance of the local health authorities.

The reforms are part of a

Battle in outpost to open road to Rome

Robert Graham reports from the port city of Trieste, where electioneering differs from the rest of Italy

Few places feel as far away from Rome as Trieste, the once proud port city of the Austro-Hungarian empire, which looks across the placid waters of the Adriatic to the Italian peninsula. The chatter of Slav languages can be heard down by the wharves. Dotted about the city is an array of buildings and monuments attesting to a

polyglot influence from north and central Europe, including a staircase dedicated to the sojourn of James Joyce.

Not surprisingly the general election campaign has a distinctive local flavour. This is dictated by the 25,000-strong Slovene-speaking community and by the irredentist demands of the right for a return of large parts of Istria, territory lost by Mussolini's adventure and formally allotted under the 1975 Treaty of Osimo to Yugoslavia, now complicated by the break-up into neighbouring Slovenia and Croatia.

Trieste is the sole place in north and central Italy where the neo-Fascist MSI movement, recently re-baptised the National Alliance, is running candidates independent of media magnate Silvio Berlusconi's Forza Italia movement.

The MSI accounts for more

than 20 per cent of the vote, feeding on the 350,000 Italians in the region forced out of Istria and still hoping to recover property. Mr Gianfranco Fini, the movement's leader, has chosen Trieste as one of the seats he is contesting for the chamber of deputies under proportional representation rules.

Politically, the city also set an unusual precedent in municipal elections last December. Mr Riccardo Ily, dubbed "the king of coffee" because of his big family coffee

business, was elected mayor without any previous political experience and refuses to draw an official salary. He beat off a close challenge from the populist Northern League of Mr Umberto Bossi with the support of eight parties from the left and centre. "The big change since the municipal elections has been the appearance of Berlusconi's Forza Italia movement," says Mr Ily.

Forza Italia only appeared here towards the end of February. Already more than 50 Forza Italia supporters' clubs have sprung up in the city and the surrounding region. All this is the result of its enormous resources deployed nationwide.

Indeed, the Trieste operation epitomises the way Mr Berlus-

coni's Fininvest media group has been used to provide a national organisational framework for his political ambitions.

The Forza Italia movement in many respects is little more than a political front for Fininvest.

In Trieste Forza Italia's headquarters are almost opposite the Fininvest offices so that personnel can move between the two. Mr Pasquale Maurizio Loria, Forza Italia's Trieste campaign co-ordinator, has taken unpaid leave from being a local Fininvest television network manager.

"You must realise that I am talking under my Forza Italia hat," he insists politely, sitting in the Fininvest offices. However, his office bustles with election phone calls. Filed on a desk are videos of a

one candidate for the two

majority-vote chamber seats.

The alliance is not easy. "It is natural that some of our League vote goes to Forza Italia. We have lost some appeal as a mass party," says League candidate Gualberto Niccolini, a well-known local sports journalist. He can afford to be more relaxed as he has the easier of the two seats. The other seat covers a more industrial belt with a strong Slovene presence long cultivated by the Berlusconi empire.

She appears on one of the Fininvest channels discussing Trieste issues.

Mr Renato Kneipp, the Progressive Alliance candidate in this constituency, is a popular Slovene.

However, the League and Forza Italia are trying to discredit Mr Kneipp by stressing its membership of Reconstructed Communism, the hardline rump of the old Communist party which refused to join the Christian Democrat party.

The polls suggest this alliance has just more than a third of the vote, slightly ahead of the Progressive Alliance led by the former-communist Party of the Democratic Left (PDS). Much of Forza Italia's strength, however, comes from previous League supporters - in turn defectors from the former Christian Democrats who used to account for a quarter of the vote.

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NEWS: AMERICAS

Brazil may complete debt restructuring without IMF

By Angus Foster in São Paulo

Brazil is actively studying whether to complete its \$52bn commercial debt restructuring without the formal blessing of the International Monetary Fund.

Going ahead without IMF approval of a standby loan would make the restructuring more expensive and also deprive Mr Fernando Henrique Cardoso, finance minister and

potential presidential candidate, of the kudos of IMF backing.

But Mr Cardoso, who was yesterday due to meet Citibank, the restructuring's clearing agent, in New York, is being urged to finalise the deal rather than risk another extension beyond the April 15 deadline. Bankers fear it may be hard to approve another extension and that the deal would be delayed by October's elections.

According to the deal's timetable, Brazil must give notification by tonight that the April 15 deadline will be met and old debt swapped for new. This deadline has already been extended and bankers say it cannot be stretched further.

Mr Cardoso had hoped to persuade the IMF to agree a letter of intent for the standby loan during meetings on Wednesday. Such a letter would have kick-started the

whole deal, and allowed the US Treasury to issue zero-coupon bonds as part of the guarantee for the restructuring.

Brazil is the developing world's largest debtor, and the only one of Latin America's big four debtor countries – the others being Mexico, Venezuela and Argentina – not to have completed a Brady-style foreign bank debt deal.

Although the IMF was supportive of Mr Cardoso, it did

not commit itself to granting the stand-by. It is thought to have insisted that Brazil run a budget surplus this year, but Brazil was only prepared to offer a balanced budget. The IMF has also grown wary of Brazil, which has signed but failed to deliver on eight letters of intent and two standby agreements in 12 years.

For the deal to go ahead, the banks need to agree a waiver of the restructuring's original

requirement for IMF backing. Leading banks met yesterday morning to discuss a waiver, which one banker described as "do-able".

Brazil also needs to provide an acceptable guarantee in place of the US Treasury's issuance of zero coupon bonds. According to some reports, it has been accumulating bonds through market purchases, although whether enough bonds are available in the mar-

ket is unclear.

Mr Cardoso had planned to spend a quiet weekend in New York with his wife and decide whether to resign and run for president. Instead, he finds himself up against an extremely tight deadline on the bank deal. Under Brazilian law he has to resign by April 2 to contest the presidency.

Success for his domestic reforms, mainly designed to tackle annual inflation of

about 2,500 per cent, is seen as more important for his presidential ambitions. But Mr Cardoso, a former academic who is well known in Washington, also wanted the IMF letter and a smooth conclusion to the bank deal. According to finance ministry officials, he will now use the IMF's positive comments as "the best possible endorsement" given that the economic reform programme is still improved.

Vote sets a precedent as 28 states seek new ways to finance education

Michigan raises sales tax to pay for schools

By Jurek Martin in Washington

The voters of Michigan this week set a precedent with revolutionary implications for state finances and education. They easily approved a ballot motion sharply increasing the local sales tax as a means of paying for the state's schools budget, traditionally underwritten by property taxes.

The Michigan measure, promoted by Mr John Engler, the Republican governor, would generate an additional \$2.1bn (£1.43bn) in revenues by raising to 6 per cent from 4 per cent the state sales tax and by tripling the local tax on ciga-

rettes to 75 cents a pack. This sum, specifically earmarked for education, more than covers a planned \$1.9bn cut in property taxes.

It would permit the state to increase by about 6 per cent to \$10.2bn the Michigan education budget, under such severe strain recently that one school district last year closed 10 weeks early because its resources had been exhausted.

Under the governor's plan, the state will also try to equalise the large gap in spending between rich and poor school districts by providing each district with a guaranteed minimum sum per student and by

limiting spending increases by the wealthier districts.

This discrepancy, less severe in Michigan than in most other states, is widely seen as one of the most inequitable factors in American education because it perpetuates the disadvantages of society's underclasses.

The increase in the sales tax is not considered an ideal solution, since revenues may vary according to the health of the economy.

But it was reckoned preferable to a further squeeze on property taxpayers, in widespread revolt over the last 15 years since the passage of the tax-cutting Proposition 13 in

California, or to the politically explosive alternative of higher state income taxes.

Tax-cutting at state level has come back into vogue across the country, especially now that the economic recovery has removed some of the constraints on state budgets. Mrs Christine Todd Whitman, the new governor of New Jersey, has just secured approval for a 5 per cent cut in income taxes, the first instalment, she promises, on a multi-year 30 per cent tax reduction.

Even in California, still in a recession, Governor Pete Wilson, up for re-election this year like Governor Engler, has

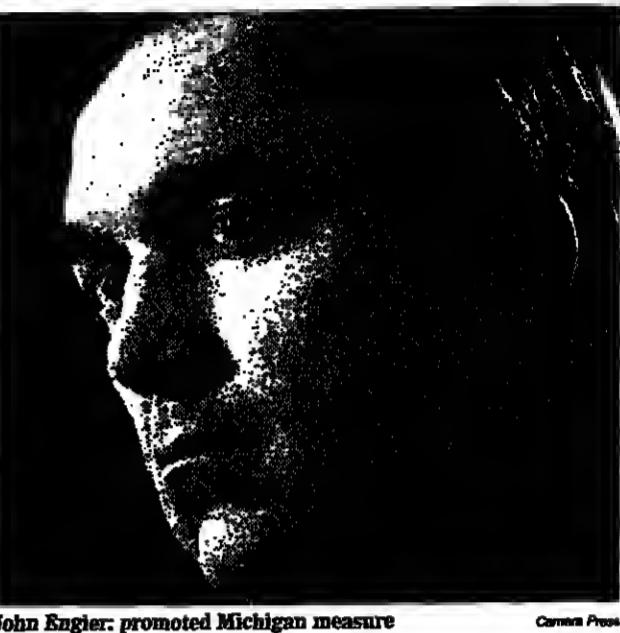
found fiscal room to propose a modest \$125m tax cut, mostly directed at the lower end of the income scale.

All told, according to yesterday's New York Times, 28 states are in various stages of public and legal debate about new ways to finance education and nearly 20 have active tax-shifting proposals under consideration, mostly designed to relieve property taxpayers.

According to one independent study, the recession forced the states to increase local taxes by a net \$9.2bn in 1990 and \$14.4bn in 1991 to maintain essential services. The respective increases for

the last two years were \$1.4bn and \$1.1bn. This year could see net cuts of around \$8bn.

The Clinton administration will not be displeased by the 70 per cent margin by which Michigan voters approved higher taxes on cigarettes. Its proposal for an even steeper increase in the federal excise tax on tobacco products, part of its healthcare reform plans, is being vigorously fought by the industry. Several states, most recently New York and Maryland, have approved sweeping measures restricting smoking in public buildings.



John Engler: promoted Michigan measure

Courtesy Press

SOMEONE INFLUENCES MODERN DUTCH PAINTING MORE THAN REMBRANDT, VAN GOGH AND MONDRIAN PUT TOGETHER.

A new school of thought is sweeping through modern Dutch painting. Its influence can be seen in a change of technique from the most inept of handymen to the skilled master. What's more the whole movement now has the backing of the Dutch government.

A country, famous for centuries for its painters, is today earning a new reputation for recycling its paint. When the Dutch redefined paint waste as a hazardous material, we co-operated with the environmental authorities, to design, build and operate a plant to treat it. With our help, Dutch

painting has now entered its green period. The paint waste treatment facility, at Moerdijk,



opened in early 1993 and is the only one of its kind in Europe. At present, it handles 24,000

tonnes of paint waste a year – 40% industrial waste, and the rest household or municipal.

So how does it work? Let us put you in the picture.

Whole cans of paint, full or empty, are shredded and recyclable materials such as plastics and metals (which are resold as scrap) are reclaimed;

and the paint waste is mixed with a solvent to produce a fuel that can be used in cement kilns and industrial incinerators.

During a year, we can expect to recover around 15,000 tonnes of fuel. In equivalent terms, that's enough power for around 3,000 homes. As recycling facilities go, the Moerdijk paint waste plant is state

of the art. But, then again, the Dutch have always known how to handle their paint.



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Occidental escapes clean-up damages

By Richard Waters
in New York

One of the US's longest-running and most notorious environmental clean-up cases passed a milestone yesterday as a judge threw out a \$250m (£171.2m) suit for punitive damages against Los Angeles-based Occidental Petroleum.

The case, brought by New York state over contamination at the Love Canal site in Niagara, marked the first attempt by a US state to win punitive damages in a clean-up case. If successful, it could have prompted other US states to take a more aggressive approach in such cases.

Occidental has already been found liable for clean-up costs of \$325m at the site.

The Love Canal case dates back to the 1940s, when Hooker Chemical, later acquired by Occidental, dumped chemical waste in a disused canal on a site it owned near Niagara. The site was sold in 1953 to a local authority, which built a school on it. Chemical contamination began to affect the school and surrounding housing in the 1970s, leading eventually to the displacement of 2,500 local residents.

A judge ruled yesterday that the prosecution had failed to prove Hooker had shown "reckless disregard for the safety of others", although the company "should have made greater efforts to keep local residents off the property".

'The meeting is the message' at Apec forum

In the last two months, the US has backed itself into a series of conflicts with almost half its fellow members in the Asia Pacific Economic Co-operation forum.

Besides its long-running battle to open Japan's markets, President Bill Clinton's administration has fended with Indonesia on human rights, with Thailand on access to financial services markets and with Singapore on the island state's decision to cane a US teenager for vandalism.

Most ominous of all, after the failure of a mission last week to Beijing by Mr Warren Christopher, the US secretary of state, is an impending clash with China over the human rights improvements Mr Clinton is demanding as a condition for renewing China's most favoured nation trade privileges.

Little of that, however, will surface this evening and tomorrow when finance ministers from the 17 Apec countries meet on the Hawaiian island of Oahu.

The meeting is the message," said finance ministry officials from three different Apec countries, in unison.

Even US Treasury secretary Lloyd Bentsen's expected bilateral meetings with his Japanese and Chinese counterparts are unlikely to touch on the trade scores between them.

The meeting is the first to take place between Apec finance ministers, and marks another step forward, after a groundbreaking leaders' summit in Seattle last November, for the fledgling organisation.

Some great powers hold out great hopes of an Apec evolving gradually from "four objectives in search of a home", as an Australian minister described it, into the "new Pacific community" enunciated by Mr Clinton.

Even the most enthusiastic Apec supporters, however, acknowledge that progress towards such a goal, not shared by all, will be slow.

Apec offers considerable advantages as a forum bringing together nations from both sides of the Pacific. It is, for example, one of the rare places in which the US and China get

away from their usual human rights/MFN dialogue. Even more unusual, it includes not only China but Hong Kong and Taiwan.

But its members have wide differences of culture, economic development and democratisation, and some members, notably Malaysia, remain suspicious that the US's enthusiasm for Apec may disguise a spoiling operation designed to

George Graham
on the meeting in Hawaii of 17 Asia-Pacific countries

undercut the six-member Association of South-east Asian Nations and Malaysia's ideas for an East Asian Economic Caucus, excluding Apec members such as the US, Canada, Australia and New Zealand.

Malaysia, whose prime minister, Dr Mahathir Mohamad, boycotted the Seattle meeting, will participate in full at the finance ministers' meeting, with a delegation led by Mr Anwar Ibrahim, the deputy prime minister and finance minister. Dr Mahathir is also expected to attend the second Apec leaders' summit in Jakarta this autumn.

The meeting in Hawaii this weekend is expected to run through the economic prospects for the region, which continues to show the most dynamic growth in the world, but to stop well short of the sort of economic policy co-ordination attempted by the Group of Seven leading industrial nations.

Finance ministers will examine topics such as ways of facilitating external financial flows for infrastructure needs and developing capital markets in the region.

Besides the US, Apec includes Australia, Brunei, Canada, China, Hong Kong, Indonesia, Japan, South Korea, Malaysia, Mexico, New Zealand, Papua New Guinea, the Philippines, Taiwan and Thailand. Chile is to be admitted at the meeting in Jakarta.

COMPAQ AND MICROSOFT.

THE CONNECTION THAT'S MAKING "PLUG AND PLAY" A REALITY.

Just about everyone who's ever used a computer has experienced the same thought : Wouldn't it be great if setting up or upgrading your machine was as easy as turning it on ? The idea is called "Plug and Play". People have been talking about it for years. But now, an ongoing partnership between Compaq and Microsoft , working with other industry leaders, is actually making it happen. Plug and Play is the result of some very fresh thinking in both hardware and software - an accomplishment that tapped the combined engineering expertise of both companies. Together, Compaq computers and the next version of the Microsoft® Windows™ operating system (code-named Chicago) will deliver the long-promised benefits of true Plug

and Play : easy setup, easy expansion and easy connection to peripherals. Which means no more configuration headaches. No more hidden switches, cryptic codes or mystery. Even today, Compaq is shipping computers that will take full advantage of Plug and Play technology as soon as the forthcoming version of Windows is available. So the Compaq & Windows combination will quickly become the standard for Plug and Play computing. A welcome reassurance for people who buy computers.

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NEWS: INTERNATIONAL

Peres calls for settlers' evacuation

By David Horovitz
in Jerusalem

As new evidence emerged in Jerusalem that Jewish settler Baruch Goldstein may have been killed by a second settler in carrying out last month's Hebron massacre, Israel's Foreign Minister Shimon Peres yesterday added his voice to the growing chorus of Israeli ministers calling for the evacuation of all Jewish settlers from Hebron.

With the Palestine Liberation Organisation demanding protection from radical settlers as a precondition for returning to Middle East peace talks, Israel's Prime Minister Yitzhak Rabin also indicated for the first time that he might be coming round to the idea of removing the Hebron settlers.

Well over half the ministers in Mr Rabin's cabinet have publicly backed the evacuation of the settlers from their three small enclaves in the centre of the city - a move that would go some way towards meeting PLO demands for protection.

Three weeks after the massacre of at least 30 Palestinians in the Hebron's Cave of the Patriarchs, and with the Middle East peace process disintegrating, Mr Peres yesterday threw his weight behind the call, declaring the Hebron settlers were a continual cause of friction and a grave security problem.

While outnumbered at the cabinet table, Mr Rabin has consistently refused to consider removing the Hebron settlers. But interviewed in Rome



A Palestinian restrains his son at their Hebron home as Israeli soldiers patrol near the Jewish settlement of Bet Hadassah. (Reuters)

yesterday, after the first ever meeting between an Israeli prime minister and the Pope, Mr Rabin launched a fierce attack on settlers and recalled that, during his first term as Israeli premier in the 1970s, he had prevented Jews moving into Hebron, "because I knew what the result would be".

In Jerusalem, meanwhile, the Israeli judicial commission investigating the massacre heard testimony from soldiers who were on duty at the Cave

of the Patriarchs on the morning of the killings that Goldstein, an American immigrant settler, had not carried out the massacre alone.

Flatly contradicting the army's previous version of events, three soldiers testified that Goldstein entered the mosque carrying an M-16 rifle and that, five minutes later, a second settler entered, carrying a Gali rifle. Army ballistics experts have reported that all 110 bullets fired inside the

mosque came from one Gali rifle. The new testimony throws open the question of whether Goldstein, who was beaten to death by worshippers inside the mosque, was even the main perpetrator of the massacre.

Some witnesses interviewed immediately after the killings spoke of at least two men firing, others of a settler throwing Goldstein fresh magazines to reload his gun.

One soldier, Sgt Kobi Yosef,

also admitted to the inquiry yesterday that he fired two shots inside the tomb, but insisted they were fired into the air. "I thought at first an Arab was shooting," he said.

The army had previously insisted, in contrast to witness claims, that no soldiers opened fire inside the building.

Sgt Yosef also admitted closing the nearest exit from the mosque, preventing Palestinians from fleeing and forcing them to a more distant door.

Buthelezi warns of a 'liberation war'

By Patti Waldmeir in Ulundi, KwaZulu

A liberation war lies ahead if the South African government crushes opposition to April's all-race elections, Chief Mangosuthu Buthelezi, leader of the Zulu-based Inkatha Freedom party, warned yesterday.

Inkatha seemed almost certain to act on its threat to boycott the poll, after Chief Buthelezi took a hard line on participation in a speech to the legislative assembly of the KwaZulu homeland which he heads, and after last-ditch talks planned for today between the Zulu King Goodwill Zwelithini and African National Congress leader Nelson Mandela were called off.

The meeting, to have taken place at Ulundi, the KwaZulu capital, was "postponed indefinitely" after the ANC said it believed Inkatha members planned to assassinate Mr Mandela. They insisted the venue be changed after learning that thousands of heavily-armed Zulus were expected to attend, but Inkatha refused.

The ANC had counted on a private meeting between the two men, but Chief Buthelezi yesterday urged the King's supporters to attend.

Chief Buthelezi said the King would meet his subjects at Ulundi later today to inform them whether or not they should be preparing for elections in six weeks' time. The chief implied King Goodwill would use that opportunity to

call for a boycott.

If he does so, it will be the first time an ANC had issued such an instruction, and will dash remaining hopes on the part of the government and the ANC that they could make a separate peace with the King to support elections publicly, despite Inkatha's planned boycott. The King said there would be "rolling Zulu mass action" unless his demands for Zulu sovereignty were met.

Chief Buthelezi yesterday accused the government and the ANC of trying to overthrow his government. "Agitators attempting to destabilise the KwaZulu government are trying to use the same tactics adopted against the government

of Bophuthatswana," he said. The government was ousted there last week through a combination of civil servants' strike, popular protest, security force mutiny and the intervention of South African troops.

If troops were sent into KwaZulu, the chief said, this would "spark a struggle for liberation from ANC/National Party oppression with no parallel in Africa".

He warned of the "highly explosive situation in KwaZulu", with tension likely to rise further when the Independent Electoral Commission acts, probably within a fortnight, to ensure political parties can campaign freely in the homeland, and polling stations can be erected there.

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Tunisians go to the polls tightly muzzled

Tunisians go to the polls on Sunday to elect a new president and prime minister. Whatever the turnout, the result is a foregone conclusion.

President Zine El Abidine Ben Ali is the sole candidate for the post as he has occupied since replacing an ailing Mr Habib Bourguiba in November 1987, while the Democratic Constitutional party (RCD), which has held a monopoly of seats in the national assembly since independence nearly 40 years ago, is assured of a massive majority.

A more liberal electoral law allows proportional representation in 19 new seats added to the existing 144 winner-takes-all seats. This will ensure opposition parties a more political crumb.

The one party that might have provided serious opposition, the Islamic Al Nahda (Renaissance) party, is banned. Many of the party's supporters have fled into exile. Mr Rashid Ghannouchi, its leader, was granted political asylum in the UK last summer.

The army had previously insisted, in contrast to witness claims, that no soldiers opened fire inside the building.

Sgt Yosef also admitted closing the nearest exit from the mosque, preventing Palestinians from fleeing and forcing them to a more distant door.

party (PCOT), on February 14, and to the failed attempt by the former president of the Tunisian League of Human Rights, Dr Moncef Marzouki, to stand against Mr Ben Ali. The constitution demands that candidates find 30 deputies or mayors to endorse them. As virtually all such people belong to the RCD, Dr Marzouki failed.

Meanwhile, censorship of the media remains tight.

Two weeks ago Mr Robert Pellegrin, US assistant secretary of state for near-Eastern affairs, told the House foreign

affairs committee: "Tunisia's economic development is the achievement of a well educated and hard working population with a vigorous middle class. This is a principle strength of Tunisian society. Tunisians deserve an equal measure of political freedom and pluralism, and we believe it should be possible to handle challenges from the extremes even in this volatile part of the world without compromising these principles."

He went on to argue that Tunisia's political system would "benefit from greater openness", a view shared by many Tunisians from within and outside the government".

It added that "Tunisia's growing mastery in deploying the vocabulary and diplomacy of human rights abroad serves to mask a practice of serious and systematic human rights violations at home".

These are harsh words, but senior western diplomats do not dispute them, at least in private. They point to what they see the widening of the circle of repression to include the arrest of Mr Hammam Hammami; the leader of the illegal Tunisian Communist Workers'

of ideas against proponents of radical Islam.

Avoiding the extremes of poverty and wealth, and ensuring relative economic prosperity, are two keys to this battle. Economic growth has in recent years been impressive - 8.1 per cent in 1992, 2.5 per cent last year and it is forecast to reach 6 per cent this year; inflation was halved between 1991 and 1993 to 4 per cent; and a steady flow of foreign investment has followed liberalisation of the economy. The first-ever private placement for Tunisia, a Y20m (£191.1m) Samuri bond arranged last month, underlined the confidence of international bankers in the future of North Africa's smallest state.

But even sympathetic observers say it bodes ill for the future if the very professional people and intellectuals, on whose ideas the regime relies to ensure Tunisia's continued progress, know they are being closely monitored by the security forces. Few people in Tunisia believe that Dr Marzouki, had he been allowed to run against Mr Ben Ali, would have constituted a real threat to the president's re-election. But such a campaign might have produced an interesting trial run for future elections. In that sense an opportunity has been missed, they say.

Approval of the well managed economy and fear of radical Islam have made many western politicians and diplomats hesitate to air their criticisms in public, if, however, in the months ahead, the Algerian Islamic Salvation Front either comes to power or ends up sharing it with the Algerian army, then Tunisia could be in for a rude awakening.

Its leaders have voiced their fear of radical Islam for so long that they have convinced many Europeans that Tunisia could be the next domino to fall. This is disputed by many seasoned observers of Tunisia. They fear that the suppression of public debate on a wide range of topics and the muzzling of associations not directly sponsored by the government have deprived the president of safety valves. Were his policies ever to be seriously contested, Mr Ben Ali would be in the direct line of fire.

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NEWS: WORLD TRADE

Moves to speed up WTO negotiations

By Frances Williams in Geneva

Trade negotiators in Geneva yesterday reached broad agreement on two important procedural decisions to be taken by ministers next month in Marrakesh when they meet to sign the Uruguay Round trade liberalisation accords.

The first aims to speed up negotiations with countries which, for one reason or another, will not automatically qualify for membership of the World Trade Organisation, the powerful new world trade body that will supersede the General Agreement on Tariffs and Trade next year.

The draft decision would allow negotiations on WTO membership to start immediately after the Marrakesh meeting, without waiting

for the organisation to be established.

Countries affected fall into four categories: China and Algeria, which participated fully in the round but are still negotiating Gatt membership; some less developed nations which have not yet submitted tariff and services schedules; some Gatt members which joined too late to take a full part in the round; and countries joining Gatt after the Marrakesh signings but before the WTO comes into force, probably next year.

The second draft decision establishes a WTO preparatory committee to widely-drawn terms of reference to bridge the transition between the Marrakesh meeting and the WTO's entry into force.

The committee, open to all countries eligible to be WTO

founder members, would handle administrative, financial and procedural matters relating to the future WTO, including accessions.

It would also draft terms of reference for WTO subsidiary bodies and launch the work programme already agreed in the Uruguay Round, for instance, on some aspects of trade in services, and the links between trade and the environment.

Still to be decided, and highly controversial, is whether the preparatory committee is able to discuss other suggestions for future work by the WTO.

The US and some European countries want workers rights to go on the WTO agenda, but this is vigorously opposed by many developing nations.

Rivals link up to win ship order

By John Burton in Seoul

Mitsubishi Heavy Industries of Japan and Samsung Heavy Industries of South Korea, in a rare show of co-operation for the shipbuilding industry, have

received a joint order for six large container ships from Hong Kong's Orient Overseas Container Line.

According to Samsung, it is the first time rival shipbuilders from Japan and South Korea

have formed a consortium to bid for an order.

Mitsubishi will construct four of the ships and Samsung two. The vessels are for delivery in late 1995 and early 1996.

House-Senate conference set to seek compromise after Republican filibuster

US technology aid bill blocked

By Nancy Dunne in Washington

Controversial US legislation to speed the development of new manufacturing technologies and an "information superhighway" looked set yesterday to be sent to a House-Senate conference for a compromise to be thrashed out.

A week-long Republican filibuster in the Senate forced Democrats to slash funding for the measure from \$2.8bn to \$1.9bn (£1.5bn).

Democratic Senator Ernest Hollings, chairman of the Senate commerce committee, said the legislation would be US companies face serious long-term global competition in technology. "It allows the government, our universities and our industries to work together in a partnership to support research for small and medium-sized manufacturers and technology firms," he said.

The legislation expands a smaller initiative approved during the Bush administration. It would also:

- raise from 7 to 14 the number of manufacturing technology centres where government and universities provide technical advice to businesses, and add a number of small centres
- provide \$451m for the creation of a national information infrastructure.
- direct government agencies to work with computer companies and users to research advanced applications for education, healthcare, manufacturing and information.
- upgrade the government's high-performance computing and networking programme for the creation of a national information infrastructure.
- authorise a pilot programme to stimulate investment in technology companies.



Proponent and opponent of the measure: Senator Ernest Hollings (left) and Senator John Danforth

and losers".

The leading opponent, Senator John Danforth, a Missouri Republican, used the filibuster to demand that the Clinton administration reopen negotiations in the Uruguay Round on a subsidies agreement pact which legitimised but also limited research and development aid.

He is proposing instead of subsidies a permanent research and development tax credit.

Congressional Democrats said privately that Republicans were trying to deny a victory to President Bill Clinton, who strongly supports such technology development programmes.

"They didn't want the money to get to the Commerce Department for use as a slush fund to buy the 1996 election," said one congressional Democrat. Particularily they do not want it to go to the energetic Mr Ron Brown, the commerce secretary and former chairman of the Democratic party, who is gaining many adherents in the business community.

While the legislation increases government aid to industry, it is still less than 2 per cent of the \$70bn the US spends on research and development. About \$40bn of that goes to the military.

Uproar forces Brussels switch on silk quota

By Rachel Johnson

The European Commission has demonstrated its misjudgement of the scale of European textiles trade with China by changing its quota system governing silk imports only days after it came into force.

On Monday a new European Union-wide quota of 20,000 tonnes for Chinese silk, linen and ramie was imposed, provoking an immediate uproar from importers who regarded the quota as way below their expectations.

The Commission arrived at the 20,000-tonne figure by taking the 1992 trade level of 12,800 tonnes and adding 8,000 tonnes to accommodate growth in the product and newcomers to the market.

The quota was originally to be allocated on a first-come-first-served basis. But following a meeting this week, past performance will also be taken into account when dividing up the quota.

Japan eases curbs on foreign lawyers

By William Dawkins in Tokyo

The Japanese government has finalised plans to ease restrictions on foreign lawyers' freedom to do business in Japan.

Under plans prepared by the Justice Ministry, foreign and Japanese law firms would be allowed to merge and to practise foreign and Japanese law from the same office. At present, clients have to go to separate legal offices.

However, foreign lawyers will continue to be prevented from arguing Japanese cases in Japanese courts.

The proposals are expected

to be laid before parliament early next month. The aim is that they should take effect within a year.

They are the result of long-standing pressure from the European Union and the US, keen to have access to Japan's lucrative but tightly controlled market.

The Japan Federation of Bar Associations has been understandably reluctant to expose itself to foreign competition, but it compromised with the Justice Ministry after Mr Morihiro Hosokawa, the prime minister, seized on the plans as part of his deregulation drive.

Iran scraps visas for free zones

By Canute James in Kingston

Guyana has abolished tax holidays for foreign investors, creating what Mr Asgar Ally, finance minister, says will be a "level playing field for all investors".

Local business has been complaining of being put at a disadvantage to foreign investors who have enjoyed grace periods and exemptions from a range of taxes and duties.

"Existing tax holidays will be allowed to expire," said Mr Ally. "We have not been granting special holidays to anyone for more than a year."

The Guyana government has been seeking foreign investors to expand the economy which is based on gold and bauxite mining and sugar and rice production. Several have invested in power generation, telecommunications and mining over the past four years as the government has been selling off a number of state-owned enterprises.

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Bank gets more freedom on gilts issues

By Philip Coggan
and Conner Middlemann

The UK Treasury yesterday announced it was giving the Bank of England greater freedom to operate in the government bond (gilts) market. Once annual guidelines on funding policy have been set by the Treasury, the Bank will be effectively free to choose the timing and nature of gilt issues.

The change is another step towards giving the Bank control over "technical" matters of policy with the Treasury retaining the power to decide

strategy. It follows the announcement last year by Mr Kenneth Clarke, the chancellor of the exchequer, that the Bank would have control of the timing of interest rate cuts.

Analysts stressed that the Bank had always had the main responsibility for the timing of gilt issues and the announcement was unlikely to make much difference to funding policy. Nevertheless, Mr Don Smith, UK economist at Midland Global Markets, said: "This move puts the Bank of England further along the road to independence - it's a very subtle move, and means more autonomy for

the bank." Mr Simon Briscoe, UK economist at S G Warburg Securities, described the change as "a further important step towards Bank freedom and towards a more orderly market."

Both the Bank and the Treasury emphasised that the new structure is designed to be more efficient. According to the Bank, the system provides a "fast track process" for approving individual decisions for auctions.

In a statement, the Treasury said that "in the past, individual decisions on funding were taken after discussion between Treasury Ministers, Treasury officials, and the Bank of

England. In future, any operations the Bank proposes that fall within the remit and the guidelines will normally be approved by Treasury officials."

A formal remit for the Bank will be set out by the Treasury at the start of the financial year, which will reveal the expected gross issues of gilts needed to fund the borrowing requirement. Previously, gilts traders had been forced to estimate this.

The Bank has set out its policy for the 1994-95 financial year yesterday. It said that the likely gross sales of gilts would be £37bn, and it would con-

tinue to fund via a combination of monthly gilt auctions and sales of stock "on tap" in the secondary market. Individual auctions will be for between £2bn and £3bn of stock and will normally be held on the last Wednesday of the month.

The Bank has called a meeting at 4pm today London time to discuss the new structure with market-makers but the City welcomed the greater openness of the system. Mr John Sheppard, chief economist at Yamachi International Europe, said: "This is a useful step in terms of the transparency of the Bank's operations."

Britain in brief



Swans faces long wait for key order

Swan Hunter, the Tyneside shipbuilder in receivership, faces a damaging four-month wait to hear whether it has won a Ministry of Defence order crucial to its future.

The MoD said yesterday it would not decide until July which company had won the refit of the Sir Bedivere landing ship, for which the tender deadline is next Thursday.

Swan Hunter's receiver, Price Waterhouse, which is optimistic of receiving at least one bid for the company before Thursday, expects any hide to be conditional on the award of Sir Bedivere, an 18-month contract which could be worth around £30m.

poor records could still face increases. "Overall comprehensive premiums should drop by 3 per cent or more," said Mr Hulbert.

On the basis of Hill House's statistics the average cost of a comprehensive motor insurance policy has already fallen from £425.54 to £417.34 in the past four months, while average rates for non-comprehensive policies - which cover third party liabilities and some other risks - have dropped from £280 to £273.

'No' to HGV test sell-off

The government has decided against privatising the testing of heavy goods vehicles and buses, currently carried out by the Vehicle Inspectorate, an executive agency of the Department of Transport.

Mr John MacGregor, Transport secretary, said that a study by Price Waterhouse, the accountants, had found that a successful sale could not be achieved if competition were introduced into testing.

Van sales back up confidence

Sales of vans and other light commercial vehicles bought on hire purchase or other forms of finance leapt by more than one half last month, providing a further sign of returning business confidence, particularly among small traders.

British Biotechnology's drug batimastat performed well enough with 15 patients in the trial for investigators to give additional doses to some.

Professor John Smyth of the Imperial Cancer Research Fund's Medical Oncology Unit at Edinburgh's Western General Hospital said he was "very encouraged" by the results of the trial, which suggested batimastat "may be effective in the treatment of ovarian cancer."

The mechanism by which the drug works means that, if it progresses through the next two years of clinical trials, it could be used in a variety of cancers, including breast, lung, colorectal and prostate, even on patients close to death.

Phase II of the clinical trials starts in April. Phase III trials, upon which applications to have a drug approved by the world's health regulatory bodies, should begin later this year.

Other companies are working with metalloproteinase inhibitors, but none is as far advanced as British Biotechnology, said Mr Edmund Debler, a New York biotechnology analyst with stock broker Mehta and Isaly.

British Biotechnology shares

rose 5p to 450p.

600 jobs to go at W.H. Smith

W H Smith, the UK retail and distribution group, expects to cut up to 600 jobs as part of a restructuring plan in its stores which will reduce the number of management layers from four to two.

W H Smith said it hoped the majority of the redundancies would be voluntary.

The announcement is the latest in a series of retail job losses, including 800 at Tesco, the second-largest grocery chain, and 650 at J Sainsbury, the UK's biggest grocer.

British Coal to cut 320 jobs

British Coal is to cut at least 320 jobs at its Harworth, Nottinghamshire, colliery, in a move which signals significant further restructuring of the industry prior to privatisation later this year and next.

Although British Coal has completed the bulk of the industry rationalisation which began 18 months ago, it is thought that two or three more pits will be closed within the next few months among the 17 which are currently in operation.

Why parent companies want local components

Mr Terry Davies, purchasing director for Panasonic Europe's television division, may be on the verge of a breakthrough.

Two decades after Panasonic's parent, Matsushita of Japan, established colour television manufacturing operations in the Welsh capital, Cardiff, he believes he has found a local source for screws, nut, bolts and washers.

For 20 years the Cardiff plant, on the Penywn Industrial Estate, which makes 500,000 sets a year, has imported fasteners from Japan. Local manufacturers simply do not turn out a broad enough range of fixings in sufficient volume to compete on price with Japanese makers.

Companies like Matsushita are anxious to buy from local companies - which means anywhere in Europe. The company spends £140m a year on goods including video cabinets from Germany, plastics from Sweden and packaging from the UK and 21 people in the Cardiff purchasing department are continually looking for additions to Panasonic's 150-strong list of suppliers.

There are good political reasons for Panasonic's policy. The company wants to be seen as a good Euro-citizen, helping to avoid trade friction and giving business to local suppliers in ways which improve the quality of their products.

There are also good commercial reasons - for example, delivery of a new design of component from the Far East can take five to six months, compared with a few weeks for the same component sourced locally.

But some years ago, manu-

facturers like International Business Machines of the US complained bitterly that they could not buy components of adequate quality locally within Europe.

The Panasonic experience suggests that things have improved, but there are still trouble spots, and some components seem unlikely ever to be sourced in Europe.

Last year some 72 per cent, measured by value, of the content of Panasonic Europe's televisions up to 33 inches in screen size came from European suppliers. The lion's share is picture tubes - which represent roughly 40 per cent of the value of a set - which come from Philips of the Netherlands and Thomson of France.

Mr Davies says he wants to increase local content to 82 per cent by 1996 - leaving 11 per cent from south east Asia and seven per cent from Japan.

The printed circuit board, the electronic cornerstone of the television set, is a case in point. Last year, Panasonic sourced all its PCBs from Japan and south east Asia. By 1996, Mr Davies hopes to buy 25 per cent of his PCBs from Belgium.

The plant used to buy all boards locally, but stopped because of poor quality. Now the problem is quantity: Cardiff can use up to 22,000 boards a day in peak months of production and local suppliers have been unable to meet the

volumes to meet such demand.

The most safety-critical component in a colour television set is the flyback transformer (fbt), at the end of the picture tube, which generates the thousands of volts needed to drive the picture gun.

Cardiff buys more than 75 per cent of its fbt from Japan and south east Asia, and some 23 per cent from Mieco, a Matsushita subsidiary in East Kilbride, Lanarkshire. By 1996, the plan is that 55 per cent will come from East Kilbride.

Mr Leahy says statutory standards for fbt are higher in Japan than in Europe and Mieco builds to Japanese quality. Replacing Mieco's products from a European owned company would not be a priority. Similarly, he will "never" buy electrolytic capacitors, devices which store electric charge, from Europe.

The complicated mouldings for the set cabinets also come from expatriate Japanese companies - Diaplastics of Bridgend and Muneika in Dublin. In a complicated tripartite sourcing deal, Panasonic is buying advanced Italian moulding tools from Italy, costing £300,000 each to install at Diaplastics.

Mr Davies says Panasonic's insistence on quality and reliability has markedly improved suppliers' performance, but he still detects a greater willingness among Asian companies to make the extra effort to satisfy his needs compared with their European competitors.



Michael Heseltine said rows with Britain's partners did the UK no harm

Cabinet backs EU veto plan

By Roland Rudd

Mr Douglas Hurd, the UK foreign secretary, last night appealed for support from senior Conservative backbenchers for an eventual compromise over Britain's demand that there should be no change to the EU blocking veto.

The foreign secretary earlier received the cabinet's backing for a deal which "preserved the substance" of the UK position, which seeks to prevent the number of votes needed to block legislation from rising from 23 to 27. But he was warned by Eurosceptics that they would not vote for any deal which "further diluted the Common's authority".

Mr Michael Heseltine, trade and industry secretary, said Mr Hurd had the full support of his cabinet colleagues for negotiations with EU foreign ministers on Tuesday.

He said he has always defended himself as a European because Britain's membership of the EU was "a policy extension of Britain's self-interest". It did the UK no harm if there were rows with Britain's partners, he argued.

The government plans to bring forward legislation in the autumn if there is agreement on enlargement. But a number of right-wingers and Eurosceptics are threatening to rebel if the government compromises over weakening its blocking veto.

Both Mr Hurd and the prime minister, however, have made it clear that the dispute should not lead to a delay in enlargement of the community.

Mr Major insisted that Mr Hurd was negotiating to safeguard Britain's short and long-term interests, and added: "I am entirely confident that can be done in an acceptable way without any question of delaying enlargement."

Without a compromise by Britain and Spain, which have been opposing the proposal to increase the number of votes required to block decisions, Sweden, Finland, Austria and Norway will be unable to join the EU by next January.

Mr Michael Heseltine, trade and

industry secretary, told the committee last month that there was a strong economic case for privatising the Royal Mail, while indicating he had been prevented from doing so by political considerations.

He said the alternative to privatisation - the 'halfway house' of giving the Post Office more commercial freedom within the public sector - was also proving extremely difficult. He had approached this with less enthusiasm than he had full privatisation.

Mr Heseltine made no apologies for not concluding the review, saying it would be "irresponsible" to rush the decision.

Sydney plea leads to 'illegal' law raid

Mr Michael Howard, the UK Home Secretary, was yesterday ordered by London's High Court to pay court costs estimated at £100,000 - £150,000 for unlawfully authorising the police to seek a warrant to raid a leading London law firm after a request for assistance from the Australian government, writes Robert Rice.

The Court ordered that documents seized during the raid on the offices of solicitors Theodore Goddard and accountants Stein Richards should be returned.

Mr Howard had denied that he, or the Home Office, had acted unlawfully in responding to a request from the Australian government for help in a criminal investigation. But the Court said he had failed to follow the correct procedures for handing a request for assistance.

In August last year Mr Howard received a request from the Australian DPP for assistance in obtaining information wanted in connection with an investigation involving the Sydney-based Scheinberg group owners of the Best & Less retail chain.

After vetting the request, Mr Howard passed it to the Metropolitan Police giving them a free hand in deciding what procedures to follow in obtaining the information.

At the end of October, following a further request for documents from Australia which was passed by the Home Office to the police without vetting, the police obtained search warrants from an Old Bailey judge and raided the offices of the two firms, both of which act for Scheinberg.

The documents seized were then handed by the police directly to the Australian authorities in breach of the terms of law which requires the Home Secretary to check they are the right documents and that they are not privileged.

The Home Secretary said last night he was considering an appeal.

MPs set to urge finance shift for Post Office

By David Owen

Britain's Post Office should be free to raise money outside the public sector borrowing requirement to enable it to compete against new rivals in the public sector, an influential committee of MPs is set to recommend.

In a report on the Post Office's future to be published next week, the trade and industry select committee - on which the Conservatives have a majority - will urge the government to disclose the findings of its 19-month review of the corporation as soon as possible.

It will argue that uncertainty over

government's plans for the Post Office is putting the corporation at a serious disadvantage with regard to domestic and foreign competitors, and that the status quo is not an option.

But the report will stop short of recommending specific action to improve the corporation's position.

The report comes as the government's problems in devising a course of action for the Post Office have been underlined by pressure from a powerful group of cabinet ministers to shelve plans for further radical legislation in the 1994-95 parliamentary session.

These ministers believe that with the government already committed to diffi-

culty legislation next year on social security benefits, pensions and Europe, it cannot afford to take unnecessary risks.

The committee's move - which is intended to clear the way to allow the government to concentrate on rebuilding a reputation for its competence ahead of the next general election - looks set to delay indefinitely the Post Office's privatisation.

Several ministers have warned that privatisation of the Royal Mail would invite strong opposition both in the Lords and among Tory MPs because of potentially damaging implications for rural services and local post offices.

Mr Michael Heseltine, trade and

industry secretary, told the committee last month that there was a strong economic case for privatising the Royal Mail, while indicating he had been prevented from doing so by political considerations.

He said the alternative to privatisation - the 'halfway house' of giving the Post Office more commercial freedom within the public sector - was also proving extremely difficult. He had approached this with less enthusiasm than he had full privatisation.

Mr Heseltine made no apologies for not concluding the review, saying it would be "irresponsible" to rush the decision.

Synthetic bone can knit with the real thing

By Clive Cookson, Science Editor

Scientists have made and tested a replacement bone material which knits cleanly together with real bone.

The "bio-ceramic" has been used successfully to repair the cheek bones of 30 patients. This year a larger clinical trial will start with 400 people who will receive facial reconstruction.

But the most important application will be in hip replacements, said Prof William Bonfield, head of the research team that produced the artificial bone at Queen Mary and Westfield College, London. It could eventually transform the outlook for the 500,000 people a year who undergo hip replacements, as it would last a lifetime.

The metal and ceramic implants used today have to be replaced surgically every five to 15 years, of an average cost in the UK of £5,000 each time. They fail when the patient's bone shrinks away from the hard implant and the joint works loose.

Prof Bonfield told a conference in London yesterday that his team expected to begin clinical trials within two years in people whose first artificial hips have failed. His new material is a composite containing hydroxyapatite, the main min-

eral in bone, blended with polyethylene plastic.

Several other research groups have formulated artificial bone from hydroxyapatite. What makes the London material a world first, according to Prof Bonfield, is that unlike the others it has the same micro-crystalline structure as real bone. That enables the patient's bone to grow cleanly into the implant.

The secret - which Prof Bonfield is now negotiating to commercialise with an unnamed healthcare company - lies in the way the London group preserves crystals a few nanometres (millions of a millimetre) long while making the hydroxyapatite into a ceramic. Other participants at the Hammersmith Hospital conference on "nanotechnology in medicine" responded enthusiastically

THE PROPERTY MARKET

Market slow to buy retail stock

The revival in property share prices promised to make this spring a golden opportunity for property companies to join the stock market. But this week's placing and open offer by Capital Shopping Centres, a £250m retail company, met with lukewarm response.

CSC is the retail property arm of Transatlantic, the insurance and property group. Its sponsor, Robert Fleming, has succeeded in placing 65 per cent of the £250m-worth of shares on offer with institutions, the remainder being on offer to the public until March 23. However, few analysts expect the shares to provide quick profits.

The problem is that the company lacks attractions. It will be the sixth largest property company on the market and, as the owner of seven of the UK's most prominent shopping centres, it is the market's only large retail sector specialist.

Moreover, its high quality assets, low level of borrowings and good rental growth prospects should ensure a steady rise in its income. Mr David Tunstall of Smith New Court, brokers, says it has "the best dividend growth prospects of any company in the sector".

One reason why the company has not caught the market's imagination is that this is not the first time shareholders have been offered minority shares in Transatlantic's property interests. CSC is composed

of the retail property interests of Capital & Counties, a long-established property group, which was listed on the stock exchange until 1982 when Transatlantic acquired its minority interests.

But the main reason is the offer is perceived to be too expensive. The shares have been priced at a 13 per cent premium to net asset value, which looks expensive compared with the rest of the sector.

Mr Chris Turner of BZW believes that the company's lack of gearing will hold back growth in its net asset value. Even a 25 per cent rise in property values over the next two years might be insufficient to stimulate a rise in share price - if property shares return to being valued at a substantial discount to asset values.

These criticisms rule Mr Donald Gordon, the company's chairman. "They don't realise it is a situation with tremendous upwards potential."

Mr Gordon concedes that the company's valuers have underestimated the true worth of the company's assets.

According to the prospectus, the directors "do not believe that... this value properly reflects the long-term investment worth of the regional shopping centres in the London area".

Their argument carries a certain weight, as shopping centres have tended to perform relatively well



Tony Andrews

Gordon: true worth underestimated compared with competitors in the high street.

But investors are concerned about a possible competitive threat to CSC's flagship centre, a 1.82m sq ft shopping centre at Thurrock, which accounts for about half its total assets. Blue Circle, the cement company, has drawn up plans for a rival shopping centre, Bluewater Park, at Dartford in Kent. Analysts estimate that the close proximity of the rival centre could take 20 per cent of Thurrock's shoppers.

Mr Gordon is sanguine about the rival scheme. "I personally would welcome some competition," he says. "We have a vast educational problem in re-educating the shopping public that shopping is a joy to do instead of being a chore."

Vanessa Houlder

The property investment market is approaching a watershed. The gap between gilt yields and property yields is starting to close. The reason is twofold: the sharp fall in gilt values over the past six weeks, in which 20-year gilt yields have risen by one percentage point to 7.4 per cent, and the rapid surge in property values over the past nine months.

Property yields are still being driven downwards by the weight of money being directed towards the sector.

Average property yields, which stood at 9.2 per cent in February 1993, are likely to fall to below 7.5 per cent at some point over the next month, according to Mr Greg Nicholson of Hillier Parker, chartered surveyors.

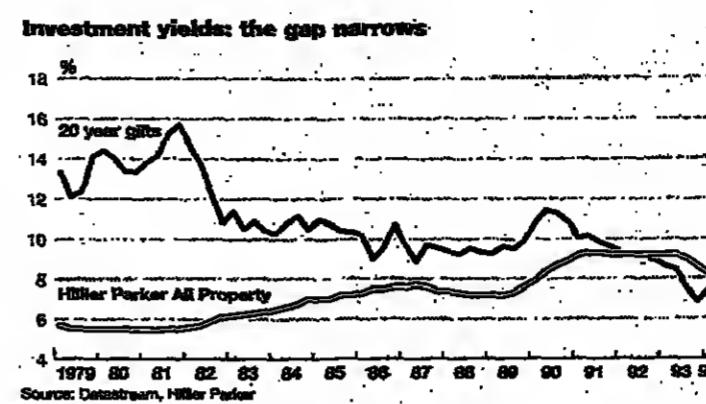
This presents a conundrum for property investors. Investors have tended to view high-yielding properties with secure, long-term income streams as a substitute to investing in bonds.

As a result, much of the driving force for last year's drop in property yields was the decline in bond yields.

The close relationship displayed by bond and property yields last year suggests that property yields could be dragged up by the current rise in bond yields.

But this seems unlikely.

Most analysts believe that



Source: Cazenove, Hillier Parker

gilt increases, as investor confidence in growth in property rents.

This scenario, after all, would

The erosion of the gap between gilt and property yields may dampen investor enthusiasm

merely be a return to the traditional relationship between gilt and property yields.

Many property owners believe that property values have nothing to lose from an increase in inflation. An inflation-induced rise in rental values would be expected to

compensate for the impact of the likely rise in gilt yields.

Nonetheless, the erosion of the gap between gilt and property yields may dampen investor enthusiasm. Some investment decisions have been based on demanding projections for rental growth.

Yet, so far, there is little sign of rental increases in even the best property - although some of the incentives such as rent-free periods offered to tenants are beginning to diminish.

If the closing of the yield gap causes investors to believe that property is self-evidently cheap, some of the froth may be taken off the top of the market.

At present, there is still a

scramble to buy property. The result is that values are being chased upwards - in many cases well above the asking price.

"It is a bit like being in a casino. Quoting terms bear no relation to the ultimate sale price," says Mr Nicholson.

If some of the heat is taken off the market, investors who have seen large capital uplifts over the past 18 months, may be willing to sell up and take profits.

If this happens, a reduction in the shortage of property, which has helped drive up prices, will enable a much greater equilibrium in the market.

The properties which are most vulnerable to a cooling of the market are high yielding buildings where tenants are locked into paying well above market rents for long leases.

As investors have become more concerned about prospects for rental growth, there has been a lessening of interest in these over-rented properties.

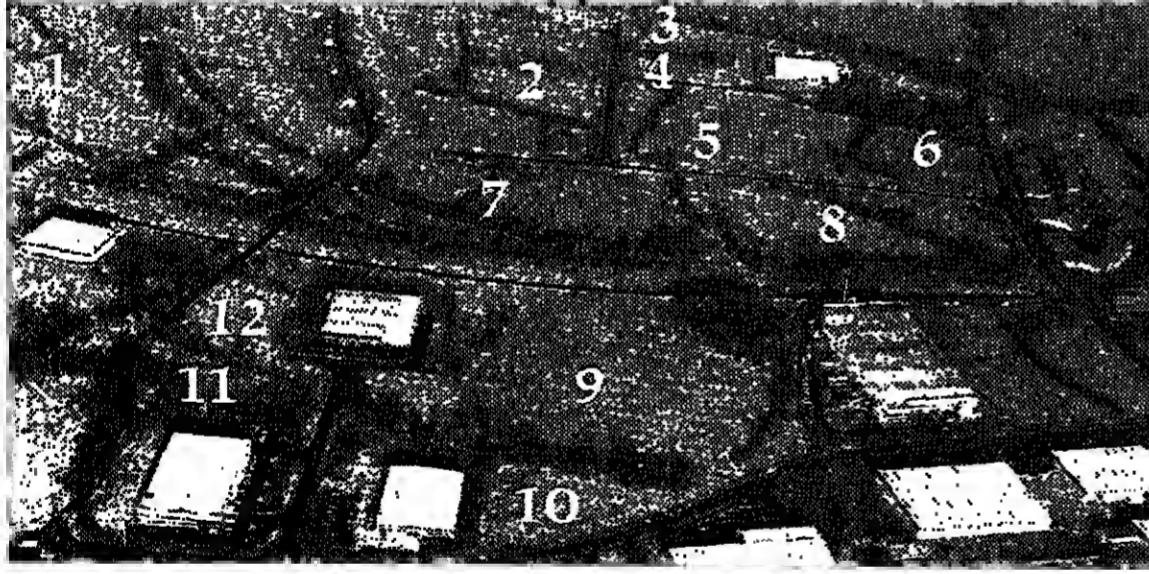
Moreover, since many investors view the high, secure income streams offered by these properties as substitutes for bonds, they are likely to be more sensitive than on average to increases in bond yields.

But for most types of property, the likelihood is that any further rises in the bond yields, if modest, will slow the property price rises rather than put them into reverse.

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6	5.0	12	2.5

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TECHNOLOGY

Oilseed fuel on trial

The UK's first trial to assess the commercial prospects for refining oilseed rape into biodiesel begins this month. Farmway, an agricultural co-operative, plans to produce 25,000 litres of biodiesel at a Chemistry refinery on Teesside in north-east England.

The co-op will then test the fuel in one of its vehicles and three of its cars for several months.

Further trials are being conducted by another farm co-op, United Oilseeds, which is running three of its cars on imported biodiesel for a year. The car emissions will be checked to see whether the fuel holds environmental benefits over conventional diesel.

Farmers are looking at the prospects of finding a fuel market for produce grown on land set aside as part of the European Union's Common Agricultural Policy reforms. This land cannot be used for food crops.

Other countries in the EU, such as France and Italy, have established a market for fuels refined from oilseeds. But to compete with conventional fuels, these products need government tax breaks.

The European Commission has proposed that biodiesel and other similar products attract lower rates of duty. However, the British government has pointed to the lack of trial data in the UK.

Martin Farrow, managing director of United Oilseeds, does not expect biodiesel to achieve mass market status. "But there is potential for its use in environmentally sensitive areas, urban transport systems, buses, taxis and waterways."

The fuel is expected to be 10p a litre more expensive than conventional diesel. Some users, on waterways, for example, may be prepared to pay for a more environmentally friendly product. Diesel spills in waterways can cause greater environmental damage than biodiesel which disperses within weeks.

Deborah Hargreaves

In a tastefully converted barn at Odham in Hampshire, a computer screen shows the map of a residential area north of Bristol. At the touch of a button, the screen prints up real-time details of electricity consumption in any of 30 houses in the area - not just voltage, but wattage and whether the electricity being used is inductive or reactive.

More than that, the computer can print out the consumption record for several days in 11-minute blocks, providing a detailed history of each household's life patterns (the exact identity of each household is not disclosed during demonstrations).

The experiment is being conducted by a new company called Remote Metering Systems (RMS) in conjunction with SWEB, the Bristol utility, to test a new generation of metering and communications technology. Each house has a novel type of electronic meter with a communication device which sends messages along the electric wires.

This technology is being developed in anticipation of the deregulation of the electricity market which starts this April and will be completed in 1998. By then, every household in the country will be able to buy its electricity wherever it wants.

Metering is a key part of the revolution because it will provide the means to manage an electricity system with multiple suppliers to millions of households. The electricity will still be delivered to each house, hold down the wires of the local regional electricity company (REC). But each supplier will need to know how much power to put into the system to meet customer needs.

Electricity is already being sold in 30-minute lots to big industrial customers. Households will probably deal in four-hour lots, but the new meters will still have to measure their consumption by the half hour because that is how electricity is traded in the wholesale market.

RMS was formed at the end of 1992 by six electricity companies headed by Scottish Hydro-Electric and a group of experts in high-speed mains signalling technology. "All this has vast implications for the management of the electricity system, distribution costs and household," says Nigel Brown, managing director.

If the Bristol experiment is a success, RMS will install several thousand remote metering systems in a selected area of Scotland, and commercial production of the technology will begin. But it is not the only experiment going on.

Southern Electric, based outside Maidenhead, in Berkshire, and Scottish Power, have teamed up with Itron, a US company, to adapt 500 meters in both southern England and Scotland so that they can be

As electricity deregulation begins in the UK next month, David Lascelles looks at a new generation of meters

Counting the cost



read remotely every 30 minutes. Instead of using the mains, these meters will transmit their signals via satellite and telephone links to computers at the two companies' headquarters.

Although testing the technology is a key aim of the experiment, one of the main purposes, according to Stuart Broomfield, Southern's director of customer services, is to see whether it is commercially feasible. That points to the real issue cost.

New electronic meters cost more than £50 each. Although this cost would, in the first instance, be borne by the electricity company (household meters belong to the local distributor), it would ultimately be passed on to the consumer in the form of higher electricity prices. But why should an REC want to pay for everyone to have a new meter unless it saw benefits for itself, possibly in the form of automatic meter reading or better load

management?

Alternatively, a householder might want to buy a new meter in order to be able to shop around for electricity. But would he spend, say, £70 in order to achieve a 5 per cent saving on a £300 bill? Traditional meters cost only £20 and last 60 years, so the motive to change has to be strong.

Andrew Forrest, marketing manager for GEC Meters, says:

"Research bears out that the number of customers seriously interested in saving money is going to be less than 10 per cent."

GEC is trying to get round the cost problem by marketing an attachment which can read a standard meter and transmit the information back to base. This would cost about £30-£40, depending on whether it sent its messages by wire or radio.

Schlumberger Industries, another meter manufacturer, is stressing the cost-saving aspects of new meters. "We look at this very much as part of revenue-collection for suppliers and cost messages for consumers," says Tom Mahoney, managing director.

A further cost is the transmission of the data. RMS says its form of power line communication system costs about £12 to install, in addition to the meter.

But Forrest is doubtful about power line technology: "It works out more expensive than you'd expect and it's fraught with technical difficulties." He favours the telephone system. Brown agrees that his technology may be more expensive than, for example, radio, but he emphasises the value of a two-way communication system which can not only read the meter but also give it instructions.

The electronic link could be used to provide alarm services, or enable electricity suppliers to offer interruptible supplies to consumers who were willing to have inessential equipment switched off at peak hours in exchange for lower tariffs.

All forms of meters would also enable householders to have live meters on the kitchen wall showing exactly how much electricity they are using at any time.

At the moment, though, the market is at a standstill because all potential purchasers of new meters are waiting to see the rules of the pricing game. These are being determined by Stephen Littlechild, the electricity industry regulator, who is conducting a review of electricity distribution pricing which will be completed in the summer.

In a discussion document on metering two years ago, he hinted that the review might produce changes in the electricity pricing formula to enable electricity companies to recoup the cost of installing new meters. Littlechild believes modern meters hold the key to a competitive market.

Worth Watching · Della Bradshaw



Voyager workstation saves desk space

For a glimpse of future desktop computer design, look at Son Microsystems' Voyager workstation, writes Louise Kehoe.

It features a 12-in. tilting, active-matrix, colour, flat-panel display that can be folded against the vertical computer housing for storage.

The unit takes up about one-third of the desk space of a traditional workstation and because of its small size and weight is expected to appeal to people in financial services, or field workers such as consultants, analysts or auditors.

The display uses one-tenth of the power of a typical workstation and costs about \$8,000 (£3,425) to the price.

Sum: US: 415 960 1300.

New chips for old

For many upgradeable PCs, replacing the old processor chip with the latest one is tantamount to putting a Ferrari engine in a mini - the rest of the machine cannot cope.

California company General Micro Systems has now launched a machine which connects the components on the single board with a 64 bit bus which can transport data at a rate of 320 Megabytes a second - far faster than required by today's processors. The Predator, sold in Europe by FPS, of Bracknell, can handle any type of processor.

GMS: US: 909 980 4815. FPS: UK: 0344 56921.

Freezing technology creates novel lollies

As summer approaches, food manufacturers may be interested in a novel freezing technology which could produce

Intricately-shaped iced lollies. Today most lollies are frozen in the mould, which is then beaten quickly to release the product. This method results in the lolly losing shape and definition.

The latest freezing technology, developed in Basingstoke by Air Products, relies on the principle of zero adhesion, where the surface is so cold that nothing will stick to it.

By chilling lolly moulds to at least -80°C using liquid nitrogen, intricately-shaped and coloured lollies can be produced.

The company has already developed lollies in the shape of a fried egg and a light bulb.

Air Products: UK: 0332 248273.

Symbol shows 'green' forestry

Timber grown and sown in Britain should in future carry a symbol guaranteeing that it was harvested under licence on the basis of sustainable forestry, if a scheme launched this week is successful, writes James Buxton.

The Woodmark scheme, introduced by the Forestry Industry Committee of Great Britain, aims to meet public demand that consuming timber does not mean depleting forests. This demand has risen since Britain accepted forestry resolutions at the Rio Earth Summit in 1992.

From the middle of this year sawmills should stamp every plank of British wood with the Woodmark if they are satisfied that it was appropriately harvested.

FICGB: UK: 071 930 9422.

Computer with a sense of smell

A "neural nose" which can sniff out fine wines by identifying the grape and vineyard can also smell fake perfume and contaminated food.

The computer with a sense of smell, developed by two British companies, Neuronics and Neural Technologies, incorporates 12 sensors made of conducting polymers - the human nose has 10,000 sensors. Nevertheless, by using neural computing techniques the nose can identify subtle smell combinations.

Neural Technologies: UK: 0732 280256.

PEOPLE

Dawson goes Dutch

Peter Dawson (right), who over the past six years has built up the commercial vehicle hire and distribution company Dawson Group to a market capitalisation of £172m, is going Dutch. Today Dawson, who still owns almost 85 per cent of the shares, resigns as executive chairman to become chairman and managing director of the two-week-old Dawson Group International in Rotterdam.

Dawson's caution and conservatism have allowed him to prosper in a field that has seen many casualties during the recession. He felt that the group needed to expand inter-



Burgin joins Max and Polly at Bluebird

Mighty Max has a fairly low City profile, nothing to do with his height of less than one inch. Max is one of Bluebird Toys' success stories, a miniature figure now selling in 60 countries, along with Polly Pocket and other tiny creatures aimed at capturing children's hearts. Max and Polly have just got a new boss, Christopher Burgin, 44, who has been made chief executive of the company.

Burgin has been picked by Bluebird's founder, Torquill Norman, 61, who is giving up the chief executive's job - but remaining as chairman - to concentrate on new product development.

Angus Fisher, group operations director for the past four and a half years, is leaving. Norman says that because of the board restructuring, Bluebird "needed someone with more of a marketing background as chief executive", but adds that the parting with Fisher was amicable.

Burgin will be working closely with Norman and also David Laxton, whose title is technical director but who Norman says plays a much greater and vital role in product development than the title reveals.

Bluebird has gone through its ups and downs. Established in 1980, voted British toy manufacturer of the year in 1984, it was listed on the USM in 1985.

It seemed unable to put a foot wrong, until in 1987 its shares nosedived from a 1987 peak of 50p to 26p; losses hit £3.5m, partly a result of the Gulf War but also from a failure to keep a tight grip on inventories.

These days it's flying high again: its shares have moved from 17.5p to a recent high of 52p over the past 12 months; profits rose to £9.8m from £1.5m while sales increased 50 per cent to £65m.

Now Max has been adopted by a television production company: 40 half-hour animations are booked for the US. Bluebird's second biggest market.

The appointment of Burgin, who has an 18-year background in the industry with toy giant Hasbro, ultimately as Hasbro UK's group sales and marketing director managing brands such as Trivial Pursuit, Action Man and Play-Doh, comes at a moment when Bluebird looks set to fly further.



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Non-executive directors

■ Walter Hayes is joining the board of Dagenham Motors, the London and south-east of England Ford dealer group, as a non-executive director.

Hayes, once-upon-a-time editor of the Sunday Dispatch, vice president of Ford Motor, deputy chairman of Ford of Europe and close confidant of Henry Ford II, retired from Ford in 1989, aged 65.

Having written "Henry", a biography of Henry Ford II, he returned to the Ford world in 1990 as a member of the board of Aston Martin, the UK luxury sports car maker, which he helped persuade Ford to take over in 1987.

As executive chairman of Aston Martin from 1991 he has been instrumental in transforming the often-chequered fortunes of the sports car group with the development of a new range of sports cars, the Aston Martin DB7, which goes into production next month.

Hayes, 70 in April, has just retired from the Aston Martin chairmanship but remains as a non-executive director.

■ Chris Greig, who was chief executive of Invergordon Distillers until it was taken over by Whyte & Mackay, a subsidiary of American Brands, last November, is returning to the whisky industry. He has become a non-executive director of William Grant & Sons, the family-owned company which makes Glenfiddich, the UK's leading single malt.

Greig says it feels good to be back with a "Scottish independent", William Grant being one of the last big players in the Scotch whisky industry to



MANAGEMENT

Hewlett-Packard is in good shape but its chief executive is fighting complacency. Louise Kehoe reports

Change while you are ahead

Compared with his peers in the computer industry, Lew Platt seems to have a soft number. When he became chief executive of Hewlett-Packard in October 1992, the US company's revenues and operating earnings were growing strongly, while other large computer companies were suffering heavy losses.

Yet Platt is not taking life easy. "Our life is the tremendous advantages that I've had is that HP was in fundamentally good shape when I took on this job," he says, "but we can't let ourselves become complacent".

The fear of being lulled into a false sense of security by HP's current success is almost an obsession for Platt. "People ask: 'What do you think about when you're in the shower or shaving?' Well, I think about how easy it is to just keep doing what you are doing today for a little bit too long."

General Motors, Sears, International Business Machines were the greatest companies in their industries, the best of the best to the world. These companies did not make gigantic mistakes. They were not led by stupid, inapt people. The only real mistake they made was to keep

doing whatever it was that had made them successful for a little too long."

Resistance to change is the root cause of the demise of industry-leading companies, Platt believes. "The real secret is to build an organisation that isn't afraid to make changes while it is still successful, before change becomes imperative for survival."

For HP, however, there is a strong temptation not to "rock the boat". It recently overtook Digital Equipment to become

the second largest US computer company in terms of revenues. It is now the world market leader in "open systems" minicomputers, computer printers, and test and measurement equipment. It ranks second in the market for computer workstations and eighth in personal computers.

But getting there was not easy. HP went through a rough patch in the late 1980s and 1990 as it cut back its workforce, reduced bureaucracy and reorganised its operations several

times in search of an efficient structure.

With hindsight, it seems that HP was ahead of its competitors in making difficult adjustments to fundamental changes in the computer market. It anticipated well necessary changes in technology," says John Jones of Salomon Brothers, the US brokerage house.

HP was in the forefront of the shift from proprietary computers to "open systems" based on industry standards. The

company was the first to implement Reduced Instruction Set Computing (Risc) technology in mid-range and mainframe computer systems, providing high performance at lower costs.

HP has also been faster to come to terms with an industry-wide decline in gross profit margins as computer prices fall. Over the past five years, its operating expenses have declined from more than 40 per cent of revenues in 1988 to 28 per cent in the first fiscal quarter of 1994 (which ended on January 31).

Achieving a "leadership cost structure" in each of its businesses is a top goal. "Each business has to stand on its own, be profitable and finance its own growth," says Bob Wayman, chief financial officer.

"You make investments and take your losses for a period, but then you have to test the viability of a business by its profitability."

One of HP's core strengths may be that it is founded and run by engineers who enjoy inventing products. In contrast to its largest competitors, HP brings new technology to market – even at the risk of cannibalising sales of its existing products – to maintain competitive advantage.

"Withholding technology or the next price cut may seem like a good way to maximise profit margins, but it's a deadly game," says Platt.

Under Platt's leadership "HP" now also stands for what he calls "healthy paranoia". Managers are urged to be "always looking over your shoulder at the competition, always thinking about the next move".

In HP's prize printer division, this is practised almost to

From microwave to multimedia

Over the past three years Hewlett-Packard has transformed its oldest business into the "point division" for its charge on to the multimedia information superhighway.

The Stanford Park division grew directly from HP's roots in the scientific instruments venture formed by Bill Hewlett and David Packard 55 years ago. "We still had engineering drawings in our manufacturing area with Bill Hewlett's signature," recalls Jim Olsen, who heads the newly-named Vid group (Video Com-

munications Division). "We've gone from selling microwave instruments to gearheads (engineering types) to selling video equipment to men with ponytails and earrings – artists, editors and film producers."

Vid has become a symbol, within HP, of the capacity to adapt to change. It is also at the forefront of the company's efforts to draw on the diverse expertise of its various business groups to create products.

Vid is still part of HP's test and measurement instruments organisation, but it worked

closely with the printer divisions to create the first "video printer", producing paper copies of video images that can be used to speed up editing. Similarly, Vid's "video server", a video juke box for interactive television services, incorporates measurement, communications and computing technologies from various parts of the company.

As the market for multimedia communications products develops, HP may need to create a business group to focus on it. For the moment the company prefers to form ad hoc

collaborative "cross-organisation" teams rather than restructuring its operations.

"If we reorganised HP today to formalise how the divisions work together it could waste a lot of time," says Olsen. The biggest change in moving from microwave to multimedia, he says, has been the accelerated pace of business. "Product development cycles used to be two to five years, now it is six to nine months." When speed becomes critical, corporate structures take a back seat.

LK



Lew Platt: Whatever made us successful today won't be good in 1996

To make the most of its different technology groups, Platt is encouraging "cross-organisational collaboration". The booming telecommunications market, for example, is addressed by a marketing team drawn from both the computer systems organisation and the test and measurement business. Similarly, in sales and product development, geographic and business organisation boundaries are being breached.

Platt admits he is unsure whether HP will have to create divisions to formalise these "virtual organisations" at some point. For the moment, however, he seems to be resisting the inevitable upheaval of a reorganisation. In his 28-year career at HP, he has seen too many.

That does not mean that he is not shaking up HP. "Whatever we're doing that made us successful today won't be good in 1996. I can guarantee that," he tells his staff. "It might work in 1994. Maybe it'll even work in 1995, but it will kill you by 1996."

When less could mean more

Christopher Lorenz on a shake-up in the funding of UK design

The maxim that "less is more" has always provoked controversy among designers.

It was coined early this century by the fathers of the modern movement to convey the principle – often challenged since – that the best design is always lean.

From this week, designers in Britain, and their corporate clients, are being asked to accept the maxim in a different sense: that annual government design grants totalling £5m will actually be more effective than the £7.5m given for the last few years.

The cut is being accompanied by a shake-up in the way the government promotes design in industry.

The workforce of the government-funded Design Council, which provides design services direct to industry, is being cut to about 50 people, less than a quarter of its present size.

Its provision of consultancy and other services is being transferred to the Department of Trade and Industry's nascent network of multipurpose business service centres, known as Business Link. The Design Council will become a research, education and campaigning organisation.

When the government first outlined these moves six months ago, it seemed that less would mean less.

At that stage, the DTI wanted to cut the Design Council's annual grant to about £3m from £7.5m. It also planned to give no extra funds to Business Link, in spite of the expansion of its remit to include the council's previous services to industry.

Then Michael Heseltine, trade and industry secretary – who was ill at the time of last autumn's announcement – decided that if Business Link were to take on the extra services, it needed more resources. Hence this week's decision to commit an extra £1m a year to Business Link over the next three years, taking its 1994-95 budget from £1.7m to £1.9m. Together with the provision of a "new"

Design Council, this mitigates the cut in the government's overall spending on design support to 20 per cent.

ARTS GUIDE



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FINANCIAL TIMES
LONDON PARIS MUNICH NEW YORK TOKYO

*Designed in one – made in the other: new products of collaboration between Britain and Japan.

For the past five years global warming has been high on the world's list of environmental worries. Outstripping other "green" concerns in the scale of its potential impact and in the complexity of its causes, it has offered the environmental movement some of its grandest images of apocalypse.

Industrialised countries took the threat so seriously that they made curbing emissions of carbon dioxide and other gases the target of a treaty negotiated at the Rio Earth Summit in 1992. On Monday, that treaty becomes international law, following ratification by more than 50 countries; signatories will now have to draw up plans for curbing emissions. This week in Geneva, the United Nations has wrestled with proposals for a fund to help developing countries cut emissions too.

However, this legislative and bureaucratic effort is misguided, according to *Global Warming: Apocalypse or Hot Air?*, published this week by the Institute of Economic Affairs. The authors, Roger Bate and Julian Morris, are economists at the institute, a free-market think-tank. The introduction by Wilfred Beckerman, an Oxford economist fond of tilting at environmental exaggerations, urges resistance to the "cubots" of eco-doomsayers who warn us we are living on the edge of the abyss.

Bate and Morris acknowledge that the science which underpins predictions of global warming is not in dispute. Physicists agree that some gases, including carbon dioxide, now referred to as "greenhouse gases", can trap heat which is emitted from the earth's surface and so prevent it passing into space.

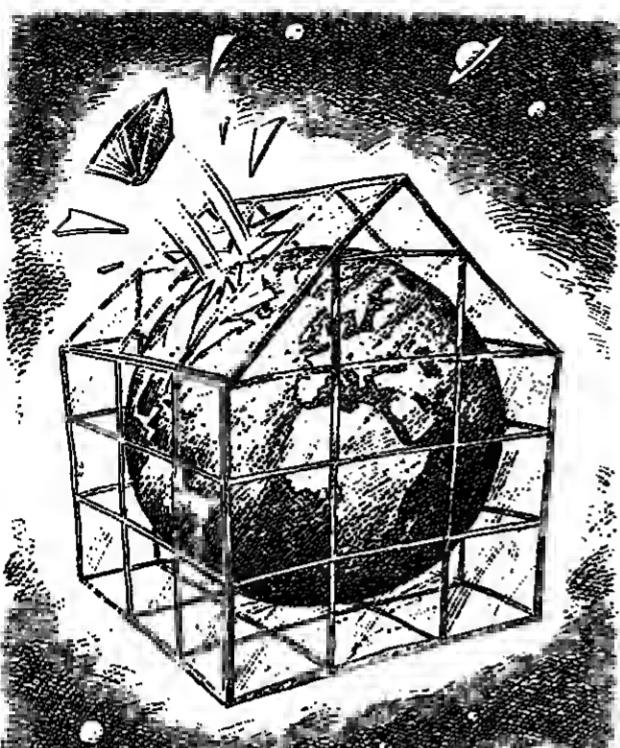
The authors take the issue, however, with the hypothesis that, if greenhouse gases build up in the atmosphere, the planet will warm up. The four leading models of climate change used worldwide suggest that, if carbon dioxide levels double, the world will warm up by between 1.9°C and 5.2°C from existing levels.

Among other criticisms, Bate and Morris say such climate models cannot fully explain the warming of about 0.5°C that appears to have taken place this century. Instead, warming may be occurring because monitoring stations are located near cities, which have been getting larger and warmer, they suggest.

These complaints are

Greenhouse faces stoning

Is global warming really such a threat, asks Bronwen Maddox



rejected by scientists studying models of climate change, such as Bruce Callander, head of the working party which weighs up scientific research for the United Nations Intergovernmental Panel on Climate Change. In his view: "It is naive to bring up urbanisation as a problem, because it is recognised and has been thoroughly addressed."

Callander acknowledges that the models have many shortcomings. The behaviour of clouds remains the "single biggest uncertainty", he says: "modellers are not sure whether clouds speed up warming or slow it down. But he adds: "The modellers themselves are the models' greatest critics."

Scientists admit that the global warming hypothesis is unproven, and that they will need years of further data to know whether predictions are accurate. The authors exaggerate the degree of scientific certainty and do not succeed in establishing that the threat

of warming should be dismissed.

They are on stronger ground in looking at ways in which economists have tried to compensate for the imperfect state of scientific knowledge in formulating policy.

The pamphlet deftly picks holes in the green lobby's favourite claim that measures to improve energy efficiency are a "no-regrets" policy, providing benefits such as cheaper fuel bills as well as curbing emissions. The authors maintain that, if savings from investing in energy efficiency outstripped the costs, companies and households would have made those changes already.

They home in, too, on the spurious precision of "cost-benefit analysis" - the technique of comparing the costs and benefits of a particular policy before deciding whether to proceed. The estimates are necessarily tentative, yet are often used as firm predictions; the

UK government's recent proposals to tax rubbish dumping are a case in point.

But as in their attack on science, the authors are shadowboxing at targets which are less solid than they claim. For instance, the policies which the authors warn would slow economic growth have not been implemented. The Rio convention, in the watered-down form which finally received international consent, tells countries only to draw up plans for curbing emissions, not to make cuts. And although the authors rail against the European Union's proposals for an energy tax, they seem not to have noticed that the proposals are stalled, if not dead.

In addition, the pamphlet's only recommendation - dashed off in two paragraphs - is that all taxes and subsidies on fossil fuels should be removed worldwide. "This is likely both to reduce emissions and increase global economic output," Bate and Morris state baldly.

The shortcomings of their case are unfortunate, because scepticism about environmental scaremongering is welcome and all too rare. So is the reminder that, in pandering to green populism, governments can put in place policies which are counter-productive and expensive.

The Rio convention will encourage governments to grapple with the important question of whether any international agreement to curb carbon dioxide emissions can be binding. Such treaties are almost impossible to police, as the emissions of individual countries are hard to monitor. Further, countries may be tempted to avoid the inconvenience and cost of the curbs, provided they can be satisfied that they will benefit from other countries continuing to observe them.

The only contribution which could settle the global warming debate, however, is more data about climate change. In Callander's words: "In 10 years we may say [scientists' investigation] has been an interesting exercise which came to nothing, or we may say that we were recognising something important happening in the atmosphere. At the moment, though, the threat should be taken seriously."

Global Warming: Apocalypse or Hot Air? Roger Bate and Julian Morris, IEA Studies on the Environment, 2 Lord North St, London SW1P 3LP, £5.

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fact has to be faced: Mr John Smith may be our next prime minister. He could step into No 10 Downing Street in, say,

April 1995. That is just two tax increases away. Peer into the crystal. The Scottish ascendancy triumphs, give or take an English name or two. Chancellor - Gordon Brown. Foreign secretary - Jack Cunningham. Jack win? Never mind, it could be someone else.

This startling vision, this electrifying anticipation, is in the political air. No matter how much you shake your head, the notion that the Conservatives are approaching the end of their run will not be dispelled. The opinion polls, which so misled us in April 1992, have put Labour at 30 to 35 points ahead and kept it there. Their failure two years ago may not wholly invalidate their methods. Mr Smith's party is scoring well in traditional areas of Tory strength, such as management of the economy, taxation, and law and order. More to the point, we know without benefit of poll results that the Conservatives are no longer trusted.

"Nobody believes a word we say," one of their senior advisers complained the other day. We do have a lamentable lack of faith, we who have been gilled, gulled and gullied again. Most voters now appear to believe that Mr John Major's government will be thrown out next time. Yet where they place their crosses is more telling than what they tell interviewers. It is a fair assumption that the Conservatives will lose ground in the forthcoming by-elections. Not to mention the local elections in May and the European elections in June. If they do it will be difficult to resist the conclusion that Mr Major is unlikely to remain in office until the end of the century, as I once imagined he might.

The possibility that Labour will come back has been noted in Washington. When he visited the American capital last week Mr Brown and entourage were received by luminaries of the administration's economic team. A Labour party adviser was welcomed into the White House and shown around by the young heroes of Little Rock. It may be too much to suggest the president's political strategists will collude with Mr Smith's associates, in retaliation for the support given by the Conservatives to President Bush. Yet there

is more convincing

than those of Mr Michael Howard, the present incumbent. They

include an appeal to both reason and emotion. Mr John Prescott has been allowed to persuade the party

that private investors should be persuaded to enter joint

agreements with public authorities to finance specific projects. Mr Donald Dewar has distanced Labour from its previous, impossibly costly, pledges to increase state pensions in line with prices. His recent speech on this subject was thoughtful and pragmatic. He even managed to propose a way of introducing targeted benefits while affecting that there would be no means test involved. The trick is to top up pensions from three sources - state, private and occupational - to create a minimum retirement income at minimum cost.

Each of these is an instance of the steady build-up of reassurance that Labour needs. The proposition that the people

of his party may not be so bad after all has to be sold to a large number of separate constituencies, one by one. Mr Smith has put some numbers down indicating what Labour would actually do, most notably in the field of constitutional reform. He would contemplate proportional representation only if Mr Paddy Ashdown's Liberal Democrats had a pistol to his head, but he is committed to a Scottish assembly. A bill of rights and a freedom of information bill could be introduced quickly and at no financial cost. A first step might be taken towards reform of the House of Lords, probably by excluding hereditary peers from the vote. A surprising number of appointed Tory lords would support such a move today if Mr Major had the wit to propose it.

The Labour leader clearly sees matters differently. Solid repositioning work is being done. Mr Tony Blair would make an excellent Conservative home secretary. His law and order speeches are more convincing than those of Mr Michael Howard, the present incumbent. They include an appeal to both reason and emotion. Mr John Prescott has been allowed to persuade the party that private investors should be persuaded to enter joint agreements with public authorities to finance specific projects. Mr Donald Dewar has distanced Labour from its previous, impossibly costly, pledges to increase state pensions in line with prices. His recent speech on this subject was thoughtful and pragmatic. He even managed to propose a way of introducing targeted benefits while affecting that there would be no means test involved. The trick is to top up pensions from three sources - state, private and occupational - to create a minimum retirement income at minimum cost.

It is not good enough. The imperfections of the government combined with the uninspiring nature of the principal opposition party have contributed to a national mood of political despondency. All politicians seem equally reprehensible. Nothing can offer makes the heart beat faster. A new Labour paper promising to control public spending is entitled "trust and hope". British voters have lost trust. They seek in vain for a source of hope.

Joe Rogaly

A mirage on the left

Smith's slow repositioning of his party is a most dangerous strategy. It leaves him vulnerable to a long, shallow Tory recovery

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

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Malaysia: EU should unite against threat

From Mr Mark Hudson

Sir, Clearly the government has decided that, in the case of the Malaysian government's embargo on giving contracts to UK firms, the best course is to adopt a low profile and hope it all blows over. And prime minister John Major and foreign secretary Douglas Hurd et al are right - this decision will be rescinded after a decent interval of time.

However, even from a business perspective, this mousy approach is not ultimately satisfactory, as it ensures that British business will be more likely in the future to be damaged by events and press reporting at home - if governments abroad see that they can use the trade weapon for political purposes with impunity, they are more likely to do so.

Outside the purely business arena, it is frankly astonishing that a tougher response, such as the threat of retaliatory trade sanctions, is not being pressed forcefully by all those concerned with basic freedom and democracy. The issue should be one in which the EU as a whole could unite to apply a major threat (though support for Britain is likely to be at a low point in Brussels due to the debate over enlargement and the blocking veto).

Malaysia's prime minister Dr Mahathir Bin Mohamad (Letters, March 17) openly acknowledges that it is the perceived "villification and libelous attacks" in the British press which he cannot stomach. He complains that "British newspapers are freely available in Malaysia", but that "Malaysian newspapers are not available to the British public".

self-righteousness and subtly appealing to xenophobia. His brilliant letter also deflected attention from a more serious matter.

The Malaysian government's clear line between the trade sanctions it has imposed and the UK's free press is a direct attack on our freedom values. Dr Mahathir prefers the route of authoritarian force to that of debate. It may seem only a small affair, but the principles involved demand firm action by the British government.

Mark Hudson,
13 Einglewood Road,
London SW12 9PA

From Mr John M B Asher
Sir, Dr Mahathir Bin Mohamad's letter did Britain a service in challenging the public to stop buying papers which pander to our belief in our own

Parliament in need of wide-ranging reform

From Mr Graham Allen MP

Sir, Howard Davies, director-general of the Confederation of British Industry, is the latest person to call for a serious review of how parliament works ("CBI chief calls for overhaul of law-making", March 15).

There can surely be few people inside the Palace of Westminster who believe the theatre and yah-boo of the house is a substitute for serious professional scrutiny of the executive. Whether and when ministers lie to the Commons is a matter for debate. What is plain, however, is that they now evade many reasonable requests for information as a matter of routine. Standing committees on bills often replicate the worst features of the chamber, and departmental select committees - a breakthrough 14 years ago - need to move up a gear to the level of the public accounts committee.

Rather than extending the pre-legislative stitck-up to include business, as Mr Howard suggests, how much

better to have open discussion on bills with standing committees taking evidence before getting locked into committee stage. There are many other areas that require reform, from the ludicrous late-night sittings to time-tabling of bills and scrutiny of European legislation. The implications for improving value for money, reducing public expenditure errors and re-energising economic policy-making cannot be underestimated.

As part of what opposition leader John Smith has called "a new constitution for a new century", Labour's commission on democracy this year will be looking at the possibilities for creating a modern self-respecting and democratic chamber, able to aspire to Gladstone's dictum of "not running the country but holding to account those that do". All of us - business included - will be the better for that.

Graham Allen,
shadow home affairs minister,
House of Commons,
London SW1A 0AA

Ukraine already enjoying significant benefits from new focus of EBRD

From Mr Victor A Yushchenko and Mr Alexander N Sharov

Sir, David Marsh's article ("Excess gives way to restraint", March 4) echoes the reaction of many officials and professionals in countries which have received European Bank for Reconstruction and Development investment to the changes effected by Mr Jacques de Larosière since his appointment as president of EBRD.

Former EBRD president Mr Jacques Attali's reputation as a visionary is well recognised. However, we felt that, under his leadership, EBRD focused its attention on investment in Russia, to form a base from which to apply successes to the other former Soviet republics. As a result, countries like Ukraine received little benefit from EBRD efforts during the past few years.

By contrast, under Mr de Larosière's direction, Ukraine has seen evidence that his professional background as a

banker, at the Bank of France and International Monetary Fund, has had its effect both on local leadership and in outright results. The bank's current focus in Ukraine on supporting local investment and banking services has resulted in substantial progress and an actual extension of commitments, especially in the area of financial institutions.

Needless to say, we have found the benefits of this change of leadership and direction within EBRD to have had a significant effect on fulfilling the original mission of the agency and on its impact on the developing economies of its target countries.

Victor A Yushchenko,
governor,
National Bank of Ukraine
Alexander N Sharov,
Ukrainian Financial Group,
organising committee,
New International Bank,
Kiev,
Ukraine

Jewish Chronicle can show record of probing commentary

From Mr Ned Temko

Sir, Gerald Kaufman's review of the newly published history of the Jewish Chronicle conveys a misleading picture of the book, the newspaper, and of my predecessor in the editor's chair, Geoffrey Paul (Books, "Life and times of a paper tiger", March 12).

Mr Kaufman is right to say that there have been occasions during the newspaper's long history when it has been reticent to speak out on various issues - indeed, with benefit of

hindsight, perhaps too reticent. Given the fact that, at 153 years of age, we are the fourth oldest weekly paper in Britain, that is only to be expected.

But overwhelmingly, our record has been - and continues to be - one of fiercely guarded editorial independence and consistently probing commentary on communal, national and international issues. In this, the newspaper is unique among Jewish publications worldwide, and the equal of the most distinguished

establishment in the 1960s which led, ultimately, to a schism within it. Indeed, Mr Paul, himself, spoke not courageously on a number of issues even when this meant challenging the views of communal institutions, or of readers, a fact reflected in the often stormy debate that has always marked our letters pages.

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FINANCIAL TIMES

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Friday March 18 1994

Programmed for failure

Mr Michel Camdessus, managing director of the International Monetary Fund, has been put in an impossible position by the group of seven leading industrial countries. He is in Moscow to decide whether to release the second \$1.5bn tranche of funds aimed at assisting reform. If he does not release them, the IMF will be blamed for the deterioration in the economy. If he does, the economy will deteriorate, nonetheless. His is a doomed mission.

So what should the west be doing, instead?

First, it must remember that Russia is both a nuclear power and Europe's most threatening neighbour. Its problems cannot be approached as if the country were the Philippines, or even Brazil.

Second, it must understand the roots of the disaster, which are the collapse of the communist economy and the attendant moral and fiscal bankruptcy of the state. The claims inherited from the Soviet Union greatly exceed the resources upon which the government can lay its desperate hands.

The budget deficit is supposed to be 10 per cent of gross domestic product. In fact, it is at least 15 per cent, before meeting the demands of the minister's demand for a doubling of the military budget.

Third, the west needs to provide enough resources to allow Russia to rebuild both its economy and its bankrupt government, delivered in ways that actually allow it to do so. This means currency stabilisation and funds sufficient to close the budget deficit, conditional upon the establishment of private property, price reform, industrial restructuring and tight control over subsidies. The funds required will be large, but their

duration need not be that great. With credibility restored, money could pour into the country, some of it as returning flight capital. But the IMF's \$1.5bn - roughly half a per cent of Russia's GDP - is neither here nor there.

Fourth, the principals should themselves be present in Moscow. The IMF is not even the ideal agent, partly because it is obliged to treat Russia as just another member country, partly because it does not possess the necessary political authority and partly because it does not have the needed resources. If the G7 is to act, it should send someone of the stature of Mr Larry Summers, US treasury undersecretary for international affairs, to talk to those who matter, decide whether reform is feasible and then cap the G7 into offering the assistance that might make it work.

Finally, the west must decide whether now is the time. The government of Mr Victor Chernomyrdin has made a greater effort to hold the budgetary line than many expected. Mr Victor Gerashchenko, the central bank chairman, has even started to behave like a monetarist. But the perseverance of the government is highly uncertain and the support of the parliament still more so, particularly when President Yeltsin has withdrawn from the scene.

For all that, it is both right to explore the possibilities of today and essential to prepare for the fresh opportunities for radical reform that may, given Russia's economic plight, emerge tomorrow. What makes no sense at all is to prefer the certainty of failure to the chance of success. At present, the G7 has no policy for Russia. It is just making gestures.

Malaysian moves

Dr Mahathir Mohamad, the Malaysian prime minister, has made it clear that he is in no mood to rescind his government's embargo on purchasing British goods. "No contracts in exchange for British press freedom to tell lies," he wrote in a letter published in yesterday's FT.

Dr Mahathir's reaction to newspaper reports that bribes were allegedly offered to Malaysian politicians is unwarranted. The British government has no control over what the country's press says, nor should it. By linking government contracts to whether British newspapers say nice things about his regime, Dr Mahathir has damaged trading relations that are important to both countries. If he has been libelled, the right response would be to sue in the British courts.

Eventually Dr Mahathir may realise that the trade war will damage Malaysia as much as, if not more than, Britain. He has not only reduced his choice of suppliers but alerted the world to the risks of doing business with Malaysia. He should remember that reputations take longer to build than to destroy.

In the meantime, the question is how the British government should respond. There should cer-

tainly be no apologies, since Malaysia has wronged Britain, not vice versa. Unfortunately, there has been a tendency to appeasement by some ministers. Mr Richard Needham, the trade minister, has even blamed the press for the dispute.

Though apologies should be ruled out, Britain has little interest, at this stage, in escalating matters. An argument could be made for a symmetrical ban on UK government contracts to Malaysia business. But retaliation should only be considered if strong protests fail to change Dr Mahathir's mind. The UK's European partners should be asked to join such protests, for wider issues of press freedom and commercial policy are at stake.

The dispute underlines the need for international rules to prevent governments using discriminatory public procurement in this way.

Although a Gatt code covering public procurement exists, it has been signed by only a handful of countries, of which Malaysia is not one. It would be naive to think that Dr Mahathir could be persuaded to sign the code in current circumstances. But extending it to all Gatt members should be one of the European Union's medium-term goals.

Africa's gloom

Sub-Saharan Africa's economic decline may have been arrested, and in some countries modestly reversed. But the long-awaited World Bank report on structural adjustment in the region is deeply worrying, nevertheless. Current growth rates among the best performers are "still too low to reduce poverty much in the next two or three decades". With today's poor policies, it will be 40 years before the region returns to its income per head of the mid-1970s, says the report.

The sheer misery of countries not covered in the report can only be guessed at. Sudan, Africa's largest state, Zaire, potentially one of its wealthiest, Angola, Somalia and Liberia. Meanwhile, Burundi, which was doing rather well, has had a coup and Niger has slid backwards, after having been a leading performer between 1987 and 1991. Last weekend it was given a justified ticking off by Mr Kim Jaycox, the bank's vice-president for Africa.

Fundamental questions are why Africa has been left trailing by the rest of the developing world and what can be done to remedy the calamity. Some of the answers may emerge in Tokyo this week, where the Japanese finance ministry has brought together World Bank and IMF officials, other donors and African governments, to discuss lessons from east Asia's success.

Mr Lee Kuan Yew of economically successful Singapore made a start last November. When he offered Africa his own sensible checklist: clean government; an effective and adequately paid civil service; family planning; "pragmatism, not dogma, in economics";

letting foreigners and local entrepreneurs "get on with their business"; universal education; and going "for results not political correctness". Mr Lee had another piece of advice, one that goes to the heart of Africa's development disaster: maintain national solidarity and social cohesion.

Africa faces many formidable obstacles in its efforts to recover. The infrastructure is desperately poor, privatisation painfully slow, the external debt burden heavy, management weak and education inadequate. In all of these areas outsiders can offer some assistance. But the continent's most formidable hurdles, those of social fragmentation and brutal political exploitation, are not susceptible to outside intervention. Too often governments fail to act on behalf of their countries. Obligations extend, instead, in concentric circles, beginning with family, village and clan, and embracing tribe, but not country.

It is not Africa's fault that the continent's most important nations are divided, or several nations encompassed within newly created territories. The Organisation of African Unity's decision to retain those colonial boundaries was right. But after independence, African leaders failed to build either the machinery or, more importantly, the attitudes required by functioning modern states. Building such a social compact may require a new generation of leaders.

Make no mistake, structural adjustment is necessary, even though it is bound to work slowly. But it may not work at all if those with power do not feel obliged to serve the interests of the people.

Paris and Bonn are getting on each other's nerves - badly. With an election season in full swing in Germany and getting under way in France, fits of mutual pique could develop into a more serious rift with consequences for other members of a European Union that is shortly to come under successive German and French presidencies.

The German foreign ministry yesterday called in Mr François Scherzer, France's ambassador in Bonn, to complain about his comments to German journalists that Germany had taken a heavy-handed - and in Paris's view, unhelpful - line in the negotiations to admit Nordic countries and Austria to the EU.

But Mr Scherzer was just echoing his masters' voice. A French minister said yesterday Mr Klaus Kinkel, Germany's foreign minister, had "irritated us with his dynamism" in enlargement talks. In a counter-productive bid to push enlargement along, Mr Kinkel had misled new members into thinking they could get away with partial acceptance of EU rules, and had thus "delayed" conclusion of enlargement talks, the minister complained.

This row, full of portent for the future, awkwardly coincides with two emotion-charged historical brouhahas. One concerns Germany's possible presence at the 50th anniversary of the D-Day landings in Normandy this June. Chancellor Helmut Kohl would love to be invited, if only to show his electorate how solidly he has reconciled Germany with its former enemies.

But fearful of a backlash from army veterans, older Gaullists and even some wartime allies, the French government is hanging back. It has even shelved its earlier idea of holding some kind of Franco-German commemoration on the 8th, the 49th anniversary of the end of the second world war, because Mr Kohl does not want to be foisted off with second best. For his part, Mr Kohl has turned down the request of France as well as the US and the UK to mark the final departure of their troops from Berlin this summer with a military march-past. Instead, he is planning a German torchlight parade, with perhaps questionable historical connotations.

There are other pinpricks to the relationship. They include:

• France, awaiting further guarantees that the European Parliament will remain in Strasbourg, is blocking legislation that would, inter alia, give Germany 18 more Euroseats for its eastern Länder. A German diplomat went to Paris recently to warn German political parties would take it "very seriously amiss" if they did not get extra Euroseats in time for June's European Parliament election.

• France's largest promised investment in eastern Germany is threatening to turn sour, with Elf-Aquitaine, the newly privatised oil company, trying to evade part of its commitment to sink DM25bn (£1.1bn) into a showcase refinery at Leuna. Worried about rising unemployment and his falling popularity in that region, Mr Kohl has complained to the French government.

• France's industry minister, Mr Gérard Longuet, recently complained that "Germany has to accept there are other industrial countries in Europe", expressing frustration at the lack of Franco-German co-operation in cars, high-speed trains and energy.

Many such tensions would pass unnoticed between other countries. But expectations of the Franco-German relationship are very high, precisely because of what the two countries have achieved since they signed their Elysée friendship treaty 31 years ago. Indeed, the traditional way of giving the relationship a shot in the arm is for the leaders of both countries to announce some grand new initiative. But of new ideas, there seem to be few. One exception is a French plan for a joint armaments agency with Germany. But its adoption at this summer's bilateral summit is uncertain, because Mr Kohl is pre-occupied with an electorate unapreciative of military spending.

The Maastricht treaty, of course,

gives Paris and Bonn a long-term agenda, and the two countries have weathered a series of strains in the past year - over currencies, Bosnia and the Gatt negotiations. But their latest spasm over enlargement bodes ill for the future, precisely because there will be future admissions to the EU from central Europe. Paris is not questioning whether Union membership should be increased - it accepts its inevitability - but it is raising the question of *how* this should take place.

The rock on which the Franco-German partnership has recently rested is the solid understanding built up by Mr Kohl and President François Mitterrand in their 90-odd meetings over the past decade. But, in this curiously top-down alliance, what happens when the top changes? Would it be the same if a President Jacques Chirac came to power in France next year, representing a more hard-nosed Gaullism, or if Mr Rudolf Scharping's Social Democrats were to win a share of power at this October's federal German election, bringing in an anti-militarist that could thwart France's ambitions for common European defence?

For all the ministerial encounters in Franco-German summits every six months for the past 31 years, the political classes of the two countries are not close. Their institutions and parties differ too much. On the left, French and German socialists have long maintained contact, but on the right there is no unified conservative party in France to talk to Mr Kohl's Christian Democrats.

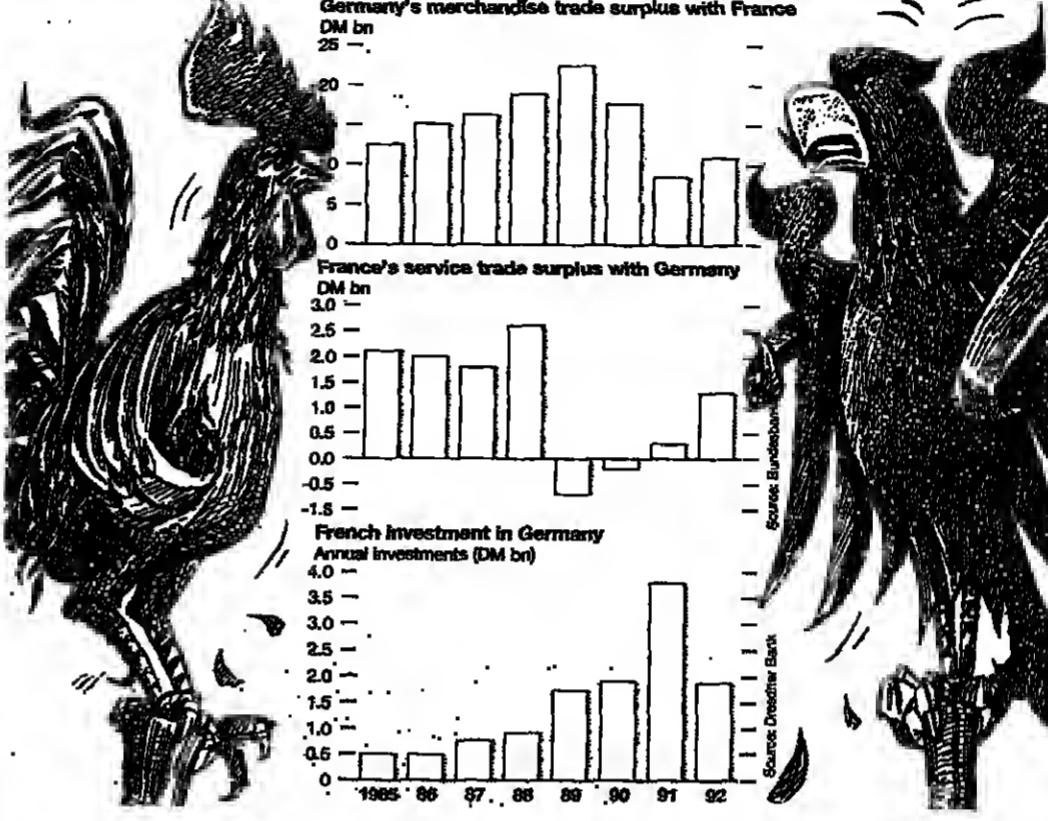
However, the history of the relationship is one of trying to create links at all levels. For instance, the prospect of monetary union is pushing the National Assembly and the Bundestag closer. It was striking early this year that Mr Jean-Claude Trichet presented his first public testimony - as governor of the newly independent Bank of France - to the Bundestag in Bonn a few days before he did so to the

National Assembly in Paris, and even more striking that this passed without comment in France.

Greasing the often creaky wheels of the Franco-German locomotive is a network of French and German bureaucrats who have spent some time in each other's countries, civil service colleges and administrations. The French and German foreign ministers each take in two diplomats from the other country for one or two years. This exchange has operated for some seven years.

Since 1947 France's Ecole Nationale d'Administration (ENA), which has no direct equivalent in Germany, has taken nearly 300 Germans into its prestigious courses. Many of them, fluent in French and

Franco-German relations: squaring up for a fight?



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Only Anglo-Saxon productions like *Monty Python* or *Fawlty Towers* make Germans and French laugh equally

often with French wives, are now high in the German administration, such as Mr Joachim Bitterlich, Mr Kohl's foreign policy adviser. They have long-standing personal contacts with their fellow *étrangers* in all reaches of French political and business life. A far smaller number of French has passed through the Bundesakademie, the German civil service college.

Similarly, military links are being forged with the creation in 1989 of the Franco-German brigade and the establishment this year of the Strasbourg headquarters of the Eurocorps despite cultural differences. The reformed postwar German military tradition of the "citizen in uniform" is at odds with the unreconstructed authoritarianism of the French military. Germans in the brigade find French officers downright rude at times, while French

officers long-winded in their politeness.

But by far the biggest point of contact between the two countries is, of course, business. They are each other's biggest trading partners, in 1992 France took 13 per cent of Germany's exports, and Germany 17 per cent of French exports. For a long time, the relationship was largely one of trading goods across the Rhine, though the German chemical companies started to invest directly in France in the 1970s, partly to satisfy French farmers' appetite for fertiliser, while French investment in Germany only caught up a bit with the fall of the Berlin Wall.

But French investment in Germany still only totals DM12.7bn, putting France in sixth place behind the UK, while Germany has invested DM22.7bn in France, making it the second largest investor behind the US. Because of the labour-heavy investments in eastern Germany, slightly more Germans (250,000) now work for French subsidiaries than French (220,000) do for German subsidiaries.

Arte makes a brave effort to get the two countries to face their sorry past. When it aired a documentary called *War of the Screens*, examining French and German government wartime propaganda use of television, Arte's audience rose to 4 per cent. Every Sunday, too, Arte runs film from both sides of the same events in the second world war. "It is very important for countries which are so dependent on each other to know each other better," says Mr Veillon.

France and Germany face a tricky transition. Their last war is not distant enough to avoid painful anniversaries, yet too distant for new generations of leaders on both sides of the Rhine necessarily to feel the same commitment to unity. It is clearly too early to pronounce the Franco-German relationship has deepened that it can survive unscathed any changes at the helm.

France's resistance is likely to be fierce in some quarters, according to Mr Liu Yuliang, the committee's deputy director. "While wealthy farmers tend to spend thousands of yuan to build new houses, few bother to update their pottery."

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IN BRIEF

MoDo heralds upturn in forestry

A long-awaited upturn in the forestry cycle was signalled yesterday by MoDo, the Sweden's leading forestry group, when it announced a sharply reduced loss for 1993 and predicted a strong return to the black this year. Page 18

Northwest hits turbulence

In January, it might have made sense for Northwest Airlines, the fourth-biggest US carrier, to plan a return to the stock market this month. With hindsight, the timing could hardly have been worse. Page 20

Comit shrugs off forthcoming election

The Italian equity market, one of Europe's best performers last year, has been looking remarkably resilient as the country prepares to go to the polls on March 27 and 28, for what is arguably the most important general election since 1945. The Comit index posted a 37 per cent rise during 1993, as heavy domestic demand was augmented by buying from the UK, Germany and France. Back Page

Coal pits of despair

Ukraine's mighty coal industry has sunk into utter decay and despair, bringing down the two-year old nation's economy with it. Page 28

Rentokil keeps to 20% growth
Shares in Rentokil slipped by 7.5p to 248.5p in spite of the UK environmental and property services company maintaining its 12-year record of compound growth in profits and earnings in excess of 20 per cent. Page 23

Paper maker says recovery has started
The paper industry has begun to recover after five years of decline, according to Arjo Wiggins Appleton, the Anglo-French paper manufacturer. It said that paper prices had begun to rise in the last quarter of 1993. Page 24

Brewers exposed to the elements
Last week Whitbread, the large brewer, sold £225m worth of shares in eight smaller brewers, ending the "Whitbread umbrella" which protected regional brewers from takeover by bigger rivals. The question now is: are the regional brewers being thrown to the wolves? Some editions of yesterday's FT carried this summary prematurely. We apologise for the error. Page 26

UB shows its scars
United Biscuits, the UK biscuits and snack manufacturer, showed the scars of competition on both sides of the Atlantic. Page 18, 25

Legal & General ahead 56%
Legal & General, the UK life and general insurer, announced a 56 per cent rise in profits. Page 18

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Chief price changes yesterday

FRANKFURT (DM)				PARIS (FFM)			
Mines	873	+	35	Aero	725	+	16
Baustoff	173	+	10	Crédit Ly	722	+	17
Boehringer	58	+	5	Immobilia	673	+	38
Boehringer	385	+	35	Industri	673	+	25
Boehringer	125	+	5	Reckitt-Clif	673	+	17
Boehringer	82	+	4	Parib	673	+	17
Boehringer	171	+	4	Si Cohen	688	+	13
Boehringer	171	+	12	TOKYO (Yen)			
Boehringer	75	+	11	Mines			
Boehringer	195	+	11	Geisen	922	+	34
Boehringer	834	+	35	Gaz	714	+	10
Boehringer	415	+	6	Industri	1010	+	27
Boehringer	907	+	12	Parib	578	+	17
Boehringer	494	+	1	Achle Bank	1060	+	50
Boehringer	709	+	14	Citroën	578	+	17
Boehringer	1024	+	4	Santander	695	+	22
Boehringer	94	+	4	Tauro	275	+	10
New York prices at 12.30pm							
London (Pence)							
Mines							
Arjo Wiggins	302	+	15	Fluks	329	+	11
Avon Pot	173	+	10	Fluks	725	+	16
Boehringer	58	+	5	Gaz	722	+	17
Boehringer	173	+	11	Crédit Ly	722	+	17
Boehringer	125	+	5	Industri	673	+	38
Boehringer	82	+	4	Reckitt-Clif	673	+	25
Boehringer	171	+	4	Parib	673	+	17
Boehringer	171	+	12	Achle Bank	1060	+	50
Boehringer	494	+	1	Citroën	578	+	17
Boehringer	709	+	14	Santander	695	+	22
Boehringer	1024	+	4	Tauro	275	+	10

Chief price changes yesterday

BMW stays in front of rivals

By Christopher Parkes in
Frankfurt

group chairman. A reduced dividend was not impossible, he told journalists in Berlin.

Bringing up the rear, the troubled Volkswagen group came in as expected with a DM1.9bn loss, but maintained its DM2 payout as an indicator that the company was on the road to recovery.

Surprise of the day was BMW's one-for-11 rights issue, approved at a meeting of the supervisory board, which includes two representatives of the majority stakeholding Quandt family, which will accordingly put up most of the new capital. The proposal for a nominal DM82m capital hike to DM94m, with the new ordinary shares priced at DM500 and pre-

ferred stock at DM265, will be put to the annual meeting on May 19. The new shares will carry full 1994 dividend rights, the company said.

BMW's stock rose sharply in after-hours trading in Frankfurt yesterday. Although around DM10 down on the day at DM860, it was close to its recent record high.

Porsche, the loss-making sports carmaker this week also announced a rights issue on the strength of the stock markets' favourable response to its claims of a return to "decent" profits in 1997.

Although BMW's 1993 net earnings fell almost 30 per cent from DM726m in the previous year, the

company said recently it expected an increase of 30 to 30 per cent this year, excluding any profits from the Rover group, just purchased for £800m (\$1.1bn).

The main source of the loss was the near-collapse of the Spanish subsidiary Seat, and unexpected losses at the Audi luxury division.

The company repeated yesterday that it had no need of a rights issue to finance the Rover deal, struck at a price equivalent to the development costs of a single new model. Observers said with long-term interest rates tending upwards, and BMW stock so much in favour, the issue was a sensible step.

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INTERNATIONAL COMPANIES AND FINANCE

Hoogovens improves but still Fl 234m in the red

By Ronald van de Krol
in IJmuiden

Hoogovens, the Dutch steel and aluminium company, narrowed its losses in 1993, with the steel division turning in a small profit but aluminium activities falling further into the red.

The company's net loss was more than halved to Fl 234m (\$123m) from Fl 556m in 1992, when the figures were heavily influenced by restructuring provisions of Fl 370m. The 1993 figures included slightly more than Fl 60m in extraordinary charges.

Hoogovens, which raised more than Fl 360m in a rights issue in late 1993, said yesterday

that it would again omit its dividend to shareholders. It also announced plans for a convertible subordinated bond issue of at least Fl 1275m.

Group turnover fell to Fl 7.22bn from Fl 7.72bn in 1992, reflecting an erosion in selling prices for both steel and aluminium. This external price decline offset part of Hoogovens' internal achievement in getting its costs down by Fl 450m last year. Since 1991, Hoogovens has achieved internal cost savings of Fl 900m.

Despite lower demand for steel in Europe and the fall in general prices, Hoogovens' steel division managed to post a pre-tax operating profit of Fl 5m, a strong reversal of the

previous year's loss of Fl 234m. This was achieved partly through a boost in exports to non-European markets such as China and the US.

However, pre-tax operating losses in aluminium widened to Fl 285m from Fl 182m. Aluminium prices have been hit by surplus stocks worldwide, exacerbated by the stream of former Soviet aluminium.

For 1994, Hoogovens is forecasting that it will make a modest profit before extraordinary items. The recovery in steel is expected to continue, while aluminium will see some improvement, though this division is projected to remain loss-making.

Increased provisions of Fl 1.8bn, up from Fl 1.6bn in 1992, reflected the weak state of the real estate market and largely accounted for the rise in losses.

Credit du Nord said that its target of breakeven for this year, with profits in 1995 and 1996, requires an increase in its capital base.

Paribas, its parent company, said it would inject Fl 1.15bn of new capital and subscribe at market rates, to a Fl 1.5bn subordinated convertible bond issue.

Crédit du Nord losses rise sharply

By John Riddiford in Paris

Credit du Nord, the retail banking arm of the Paribas financial group, yesterday announced a sharp increase in net losses to FFr610.9m (\$106m) for last year, from FFr253.4m in 1992.

Mr Bernard Amberger, chairman, said the bank was aiming to break even this year but warned that the property market remained difficult.

Operating profit increased by 2.5 per cent to FFr1.6bn in 1992, reflecting the weak state of the real estate market and largely accounted for the rise in losses.

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Recovery heralded at MoDo

By Christopher Brown-Humes
in Stockholm

A long-awaited upturn in the forestry cycle was signalled yesterday by MoDo, one of Sweden's leading forestry groups, when it announced a sharply reduced loss for 1993 and predicted a strong return to the black this year.

Mr Bertil Löf, chief executive, said: "The upturn in the market which we clearly saw in the last quarter of 1993 is gaining momentum. The balance between supply and demand is improving."

MoDo said the price rises

and its own competitive position should enable it to produce a profit of more than Skr1bn (\$127m) in 1994.

Like other Swedish forestry

groups, its position has been

improved by cost-cutting,

lower interest rates and the

weaker krona. It expects capacity utilisation at its units to

rise to 90 per cent this year, from 85 per cent in 1993.

MoDo felt the full effects of rationalisation and the weaker krona in its Swedish units, where operating profits reached Skr1.2bn after a Skr1.2bn loss in 1992.

However, a deeper operating loss of Skr1.2bn at its French unit proved a drag on the result, as did the higher costs of servicing foreign debt.

The French operations were negatively affected by the strong franc and low market prices.

The group is not proposing a dividend for the second year running.

Ahold overcomes US downturn

By Ronald van de Krol

Ahold, the Dutch food retailer which has built up a large presence in the eastern US, posted a 12.5 per cent increase in 1993 net profit, with improved results in the Netherlands and acquisitions in Portugal compensating for a slight fall in earnings in the US.

Net profit rose to Fl 134.1m (\$180.6m) from Fl 305m in 1992. The company, which is preparing to take over its sixth US supermarket chain, said operating profits in the US should show clear improvement in 1994, and forecast an increase in full-year net earnings for the group as a whole.

Ahold is to increase its dual-currency dividend to Fl 0.62 and \$0.23 per share, from Fl 0.57 and \$0.22 in 1992.

Turnover in 1993 jumped by 25.5 per cent to Fl 27.1bn, of which about four-fifths was due to the first-time consolidation of Schuitema, Ahold's majority-owned Dutch wholesaler, as well as to acquisitions of supermarkets and hypermarkets in Portugal.

At home in the Netherlands, operating profit soared by 32.6 per cent to Fl 296.7m, with around two-thirds of the rise due to acquisitions. Ahold's Dutch supermarket chain, Albert Heijn, is the country's

leading food retailer with a 26.9 per cent share of the domestic market, up from 26.6 per cent in 1992.

In the US, improved results were reported by three of the group's chains - BI-LO, Giant Food Stores and Tops - but its two others, Edwards and Finast, posted "disappointing" results. Overall, US operating profit slipped to Fl 161.9m from Fl 165m.

In February Ahold signed a letter of intent on the acquisition of Red Food Stores, a Tennessee-based supermarket chain with annual sales of \$565m.

It expects to conclude the transaction by late April.

Competition hits United Biscuits

By Tony Jackson in London

United Biscuits, the UK biscuits and snack manufacturer, showed the scars of competition on both sides of the Atlantic yesterday with sweeping restructuring charges totalling \$121m (\$160m).

The company said that its US subsidiary, Keebler, will undergo radical changes in distribution and manufacture. In Europe there will be 500 job losses, three-quarters of them in the UK.

The charges helped pull UB's

pre-tax profit down to £116.7m for the year, a fall of 28 per cent. Underlying profit was also lower at its all-important UK biscuit and snacks business.

Mr Eric Nicoli, chief executive, said this was due less to competition than to rises in raw material prices, partly caused by sterling's devaluation, which the group was unable to pass on at a time of low inflation.

The dividend was held

unchanged at 15.3p for the year.

Lex Page 20; Details Page 25

announced for the closure of a snack factory at Raleigh, North Carolina.

Keebler, which has only 4 per cent of the US salted snack market, is to withdraw from 25 per cent of the US geographically.

UB said it lost money on \$250m of snack sales last year, and had made no profit in snacks since attacking the market five years ago.

The group's overseas general insurance operation was sharply cut as L&G withdrew from 20 of its 21 agencies.

Lex Page 16

Norwegian insurer well ahead

By Karen Fossli in Oslo

Vital Forsikring, one of Norway's top three insurers, has reported a sharp rise in 1993 operating profit, helped by a substantial increase in financial income and lower interest rates, which pushed up the value of its securities portfolio.

Operating profit jumped to Nkr1.32bn (\$453m) from Nkr824m as premiums increased to Nkr1.31bn from Nkr2.8bn. Gross financial income nearly doubled in 1993 to Nkr5.14bn from Nkr2.8bn.

Vital has proposed lifting the 1993 dividend by Nkr1 to Nkr5.75. Group operating profit rose to Nkr570m from Nkr548m but costs, as a percentage of premiums, fell

by 2.4 percentage points to 17.2 per cent.

The company said that since 1990 its cost ratio has declined by 34 per cent as a result of increased premium volume and it aims to cut the ratio to 13 per cent by 1997.

Vital said that premiums from group pension policies increased by 31.6 per cent, while premiums for individual annuity and pension insurance were 0.1 per cent lower. Group life premiums were 4.9 per cent up on 1992, while individual life insurance premiums increased by 8.9 per cent.

According to the Norwegian Insurance Association, Vital increased overall market share to 21.1 per cent in 1993 from 17.8 per cent in 1992.

Advance by Celsius Industries

By Christopher Brown-Humes

Celsius Industries, the newly-privatised Swedish defence contractor, yesterday announced a Skr721m (\$92m) profit after financial items for 1993, up 32 per cent from a year earlier.

The group, which accounts for around 50 per cent of the Swedish defence industry, benefited from rationalisation, its purchase of CelsiusTech and a strong contribution from Safe Partners, the accommodation rig company in which it holds 40 per cent.

A dividend of Skr6.50 per share is proposed.

The operating result improved by Skr322m to Skr348m as sales grew to Skr1.6bn from Skr1.5bn. Lower interest rates meant the group's financial income dropped to Skr73m from Skr15m.

Orders rose by Skr4.5bn to Skr11.6bn during the year to take the group's order book at the year-end to Skr25.5bn.

CelsiusTech, which was bought from Nobel Industries early last year, made a first time contribution of Skr135m. Kockum, the submarine unit, saw a slight weakening of its result to Skr209m from Skr221m.

Most disappointing was the performance of Bofors, the weapons systems division, where profits halved to Skr112m from Skr220m. The unit was hit by lower sales and redundancy costs.

Lufthansa beats target with reduction in deficit

By David Waller in Frankfurt

Lufthansa, the German airline

set for privatisation later this year, performed better than expected in 1993. The parent company returned a pre-tax

loss of DM50m (\$30m) compared with DM29m in the previous year. This reduction in losses was better than the target of halved losses, the airline said yesterday.

The improved results reflected a boost in sales combined with reduced costs. The number of passengers carried rose by 3.8 per cent and the volume of freight by 5.4 per cent.

This helped offset falling

prices and turnover remained flat at the 1992 level of DM15bn.

Total operating costs dropped by DM50m during the year, 3 per cent of the total. This was mainly due to staff cuts: the number of employees fell by 4,000 during the year, saving DM300m.

Lufthansa has already said that it aims to break even at the group level in the current year after losses of less than DM450m in 1993.

The government is likely to reduce its 51 per cent stake this year by not taking up its entitlement to new shares in a large rights issue planned by the airline.

Fund income boosts Swiss lift group

By Ian Rodger in Zurich

Schindler, the world's second largest elevator and escalator group after Otis of the US, has reported a 52.3 per cent jump in consolidated net profit for 1993 to SFr168.6m (\$117.5m), thanks entirely to earnings from liquid funds.

The Lucerne-based group said revenues were flat at SFr4.5bn and trading profits were near 1992 levels in spite of the difficult economic environment and negative foreign currency effects. New orders were up 5 per cent to SFr4.4bn but orders on hand slid 6.7 per cent to SFr2.67bn.

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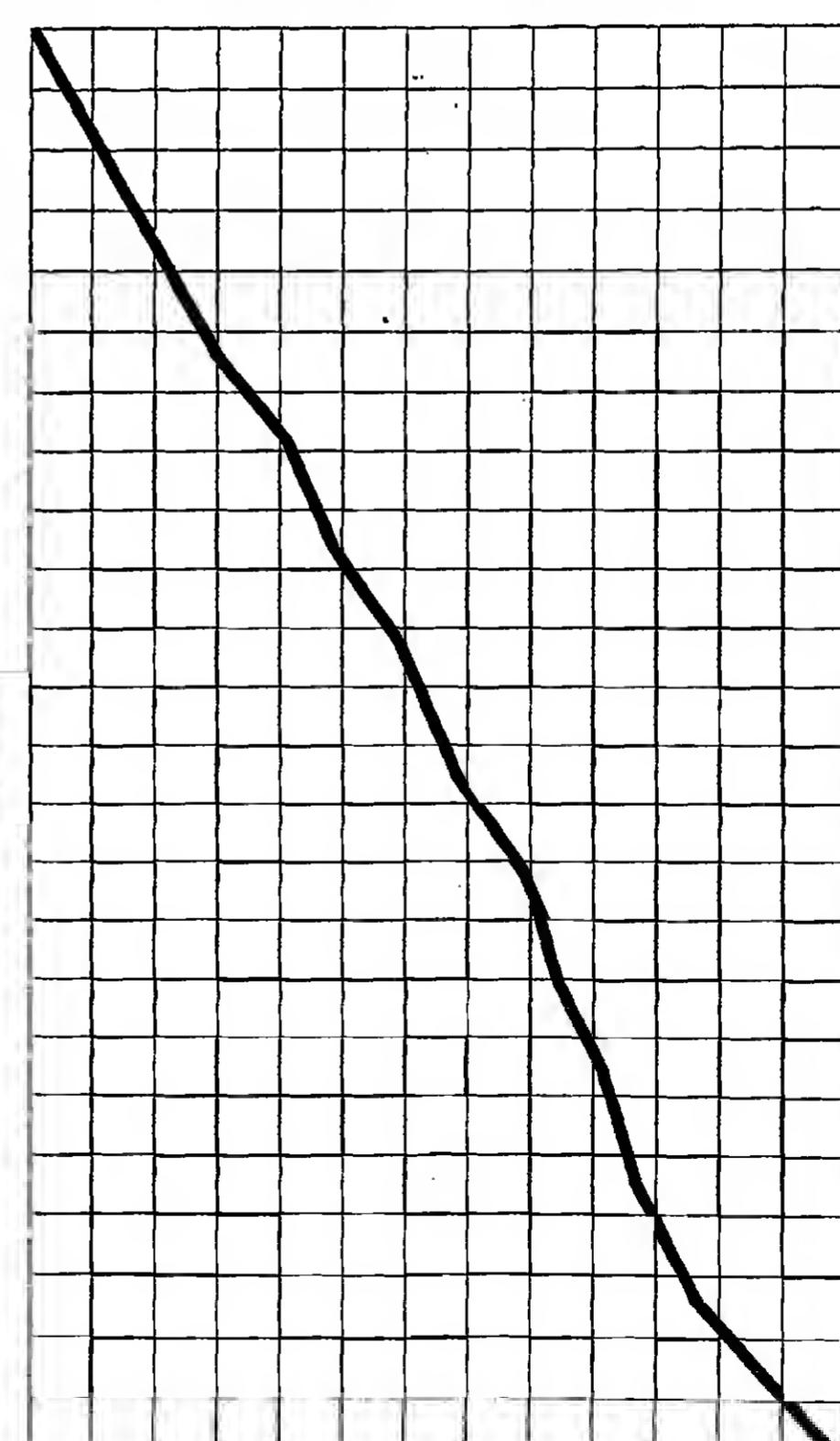
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Are investors on your side?

Japanese groups form multi-media venture

By Michio Nakamoto in Tokyo

Four Japanese companies have formed a multi-media venture that could prove a strong force in advanced communications in Japan.

Tokyo Power Electric, Mitsubishi and Mitsui, the trading companies, and Tokyu, a railway company, are to work together on a project to use cable TV networks for telephone services.

The project will test the possibility of linking an optical fibre cable network with a cable TV network to offer multi-media services. The TV link is operated by Tokyo Cable, part of the Tokyu group.

The project will initially look at technical and marketing problems, but will eventually study bringing together broadcasting, telephonic and interactive video services.

Tokyo Electric Power, Mitsubishi and Mitsui also have stakes in a cable network. The alliance is widely seen as creating a foundation for a telecommunications network which could compete effectively with the industry leader, NTT.

The move comes amid deregulation of Japan's telecommunications and cable TV industries. The ministry of posts and telecommunications recently said it would allow cable TV companies to offer telephone services on their lines.

The project also highlights growing expectations in Japan that the multi-media business will offer huge prospects for growth.

Until recently, multi-media and the information superhighway in Japan were considered over-regulated.

However, the Japanese authorities have recognised their economic potential and taken cautious steps to ensure the country does not fall too far behind the US.

Earlier this week, a government panel forecast that multi-media business would be a Y70,000bn (\$662bn) industry in the near future.

Sanyo Securities unveils Y80bn write-off

By Emiko Terazono in Tokyo

Sanyo Securities, the troubled Japanese broker, yesterday announced a restructuring plan under which it will write off Y80bn (\$766.5m) of bad loans at its finance subsidiaries over the next nine years.

It is also raising Y20bn in capital through a rights issue to its three leading creditor banks and to Nomura Securities, its largest shareholder.

Mr Takashi Kamihashi, Sanyo director, said the broker would suffer a pre-tax loss of Y8bn for the year to March 31 due to losses from non-performing

loans at its three non-bank finance affiliates. Sanyo, one of Japan's 10 second-tier brokers, reported a pre-tax loss of Y33.4bn the previous year, and had hoped for a profit of Y20bn this year.

The decision comes after months of negotiations among the three creditors - Bank of Tokyo, Daiwa Bank and Nippon Credit Bank - and Nomura Securities. The banks have agreed to lower interest rates on the loans to the Sanyo subsidiaries to 1.25 per cent.

Sanyo said of the Y114.3bn in outstanding loans at Sanyo Sogo Capital, its largest finance affiliate, Y70bn were non-performing. The broker plans to

sell Y40bn of its securities over the next few years to raise capital to cover part of the losses.

The announcement comes a week after a rescue plan for Kankaku Securities, another second-tier broker which is to write off Y50bn in losses stemming from illicit client deals. Daiwa Bank, a commercial bank, last year bailed out Cosmo Securities, which was also suffering from heavy losses.

Japan's medium-sized brokers have been the hardest hit by the Tokyo stock market slump. Sanyo said it still had to conclude some negotiations and hoped to announce a detailed plan

by the end of this month.

Meanwhile, other Japanese brokers announced revisions in earnings forecasts for the current year to March 31. They blamed lower-than-expected turnover on the Tokyo stock market.

Nomura Securities, the industry leader, scaled down its earlier pre-tax estimate of Y70bn to Y50bn, against a pre-tax profit of Y2.4bn the previous year. Second-tier brokers expecting to fall into the red in spite of earlier profit expectations include Cosmo Securities, forecasting a loss of Y5.4bn, Dai-ichi Securities, at Y7.2bn, and Yamatane Securities with a Y3.3bn deficit.

Bad loans shatter a broker's biggest dream

The house is paying for over-expansion during the 'bubble' era, writes Emiko Terazono

When officials from the Bank of Tokyo, Daiwa Bank and Nippon Credit Bank moved into Sanyo Securities in August to help with its restructuring programme, they expected the worst.

"We thought we would have to deal with all sorts of irregular deals and illicit transactions during the 'bubble' period," says one banker.

Sanyo's broking books, however, proved to be financially healthier than feared. Mounting bad loans at its finance subsidiaries turned out to be the core problem.

It took months of haggling for Sanyo, its creditor banks and Nomura Securities, its largest shareholder, to put together a restructuring deal agreeable to all.

Sanyo is one of Japan's 10 medium-sized broking houses, which rank below the Big Four - Nomura, Daiwa, Nikko and Yamaichi.

The second-tier brokers

proved more vulnerable than their bigger counterparts to volatile share prices, mainly because of increased costs stemming from over-expansion in the late 1980s, and the lack of financial reserves.

For Sanyo, which has been one of the most aggressive among the middle-rankers, the restructuring plan announced yesterday symbolises the death of grand ambitions.

Weaker houses have been forced to seek help from key shareholders. Cosmo Securities was bailed out by Daiwa Bank last year, becoming a subsidiary, while Dai-ichi Kangyo Bank extended support for Kankaku Securities through subordinated loans.

And analysts expect to see more bail-outs of medium-tier securities houses.

Japan's ministry of finance is anxious to prevent brokers failing and so further weaken frail investor confidence. It is twisting the arms of banks and larger brokers with large shareholdings in the weak bro-

kers to help with their restructuring.

The main problem facing medium-sized brokers is that most have been unsuccessful in diversifying their revenue sources.

They are highly geared to equity commissions, and in most cases are twice as dependent on such commissions as the top four. Nomura, for

example, derives only one-fifth of its revenues from equity commissions.

Reduced ability to cut costs may also hurt the medium-sized brokers. On average, they have succeeded in cutting costs by between 10 and 20 per cent in the two years to last March, but financial analysts point out that the room for further cost-cutting is limited.

Most of the second-tier brokers have already cut personnel costs by reducing salaries and overtime and streamlining branch networks. Further streamlining may burn client bases.

However, Ms Alicia Ogawa, financial specialist at Salomon Brothers, says brokerages are taking comfort in the slight upturn in the Tokyo stock market.

She says that as long as current market conditions remain, the brokers will "continue to limp along" unless, of course, they are hit by a very big loss.

Dairy Farm advances 11% despite currency movement

By Louise Lucas in Hong Kong

Dairy Farm International, the food retailing arm of Hong Kong's Jardine Matheson group, yesterday reported an 11 per cent rise in net profits to US\$197.5m for 1993, up from \$177.8m the year before.

Mr Tim Weatherhouse, finance director, said earnings were hit by currency fluctuations, especially in Australia and the UK, combined with a

competitive retail climate and low inflation in many of the countries in which the group operates. Nonetheless, the results were ahead of market expectations.

Earnings per share climbed 4 per cent to 12.28 cents, following last year's \$202m rights issue of convertible preference shares. Shareholders will receive a final dividend of 4.1 cents, up from 3.8 cents a year ago.

Profits before interest fell 15 per cent to \$64.8m in Australia, where the group operated 238 Franklin stores and three Big Fresh outlets, partially due to the fall in currency but also because of increased overheads prompted by Sunday trading and the move into Big Fresh.

Contributions from the UK, where Dairy Farm owns 28 per cent of Kwik Sava, were lifted by record earnings at the discount store, but the Spanish

retail chain Simago continued to make a loss. The chain, acquired in 1990, is expected to turn into the black this year.

Asia produced \$33.6m of profits before interest, with welcome supermarkets in Taiwan making their first full-year profit. In Hong Kong, the supermarkets performed satisfactorily in spite of spiralling wage and rental costs.

Dairy Farm also announced its intention to buy up "odd lots" of shares from Hong Kong and Singapore small investors - some 30 per cent of the firm's shareholders hold fewer than the 1,000 shares which make up a board lot - at a 5 per cent premium to the market price: a move which could potentially cost the group \$1.8m if fully taken up. It affects just 0.06 per cent of Dairy Farm's issued share capital.

Swire Pacific

"Solid results for 1993"

Highlights

Profit attributable to shareholders	US\$597M	+5%
Investment property portfolio	US\$7,203M	+44%
Net assets per share	US\$4.93	+33%
Earnings per share	US37.6¢	+5%
Dividends per share	US14.6¢	+11%

"Prospects"

The overall outlook for the Swire Pacific Group for 1994 is good. The Property Division will again show strong growth in earnings. Cathay Pacific Airways expects 1994 to be a difficult year but other businesses within the Group should perform well."

P D A Sutcliffe
Chairman, Swire Pacific Limited
Hong Kong, 14th March 1994

Notes:
1. Amounts per share refer to "A" shares. Entitlements of "B" shareholders are in proportion 1 to 5 compared with those of "A" shareholders.
2. Dividends are declared in Hong Kong dollars.

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MINORCO

RESULTS FOR THE SIX MONTHS ENDED DECEMBER 31, 1993

STEADY PERFORMANCE DESPITE WEAK COMMODITY PRICES

- Completion of the merger transaction to acquire interests in gold, base metals, industrial minerals and pulp, paper and packaging.
- Earnings before extraordinary items decreased by 10% to US\$106 million while earnings after extraordinary items increased by 23% to US\$164 million.
- Interim dividend maintained at 19 US cents per share.
- Operating earnings, now representing the largest component of earnings, increased by 77% to US\$67 million compared with the previous half-year (restated to reflect merger transaction).
- Investment disposals realised US\$450 million and Minorco invested US\$270 million in existing and new businesses.
- Proposed change in year-end to December 31.

RESULTS

	Half-year to December 31, 1993	Year to June 30, 1993
US\$ millions except per share amounts*	1993 1,200.5	1992 1,172.0
Sales	Restated	Restated
Operating earnings	66.6	37.7
Earnings before taxation	127.0	149.4
Earnings before extraordinary items	105.9	117.8
Earnings before taxation per share (\$)	0.56	0.66
Earnings before extraordinary items per share (\$)	0.47	0.52
Dividends declared per share (\$)	0.19	0.19
	1.12	0.57

*Based for all periods on 225.3 million shares in issue.

INTERIM DIVIDEND

An interim dividend of 19 US cents per share has been declared for the year to June 30, 1994 payable to shareholders registered in the books of Minorco at the close of business on April 8, 1994. The interim report will be mailed to shareholders on or about March 24, 1994. Copies may be obtained from the UK transfer agent, Barclays Registrar, Bourne House, 34 Heymarket Road, Kent, BR3 4TU.

MINORCO

MINORCO SOCIETE ANONYME, LUXEMBOURG, MARCH 17, 1994

TO THE HOLDERS OF
PWA CORPORATION
Common Shares,
\$2.4375 Cumulative Redeemable Retractable First Preferred Shares, Series A and
7 7/8% Convertible Subordinated Debentures and
CANADIAN AIRLINES INTERNATIONAL LTD.
Yen Denominated Perpetual Debt.
NOTICE OF APPLICATION FOR FINAL ORDER

Relating to the Plan of Arrangement,
as Amended, Proposed by PWA Corporation
and Canadian Airlines International Ltd.

NOTICE IS HEREBY GIVEN THAT PWA Corporation ("PWA") and Canadian Airlines International Ltd. ("Canadian") will make an application before the Honourable Chief Justice W.K. Moore in Chambers at the Court House, 611 - 4th Street S.W., Calgary, Alberta, Canada, on Wednesday, the 30th day of March, 1994 at 2:00 p.m. (Calgary time), for a final order ("the "Final Order") pursuant to Section 186 of the Business Corporations Act (Alberta) (the "Act") approving the plan of arrangement (the "Plan of Arrangement") described in the Management Proxy Circular of PWA dated July 27, 1993 as subsequently amended (the "Amended Plan of Arrangement").

AND FURTHER TAKE NOTICE THAT application will be made for a Final Order providing the following:

- a) a declaration that the terms and conditions of the Amended Plan of Arrangement are fair to the persons affected thereby;
- b) approval of the Amended Plan of Arrangement pursuant to the provisions of Section 186 of the Act;
- c) a declaration that the Amended Plan of Arrangement will, upon the filing of Articles of Arrangement under the Act and the issuance of the Certificate of Amendment under the Act, be effective under the Act in accordance with its terms; and
- d) such other and further orders, declarations and directions as the Court may deem just.

At the hearing of the application the Court will be advised that changes have occurred in relation to the Plan of Arrangement since it was approved on August 27, 1993 by special resolution of holders of Common Shares and \$2.4375 Cumulative Redeemable Retractable First Preferred Shares, Series A (collectively, the "Shareholders") and by extraordinary resolution of the holders of 7 7/8% Convertible Subordinated Debentures and holders of the Yen denominated perpetual debt of Canadian (collectively, the "Subordinated Debtholders"), including the following: PWA has prepared a supplemental Restructuring Plan and an updated financial projection for the years ended December 31, 1994 and 1995 and has released its audited financial statements for the year ended December 31, 1993.

Shareholders and Subordinated Debtholders and other interested parties who wish to receive further information concerning these changes and the application for the Final Order should contact Messrs. Bennett Jones Verchere, Attention: A.L. Friend, 4500 Bankers Hall East, 855 - 2nd Street S.W., Calgary, Alberta T2P 4K7, telephone (403) 298-3182, facsimile (403) 265-7219.

This Notice is published pursuant to the Interim Order of the Honourable Chief Justice W.K. Moore of the Court of Queen's Bench of Alberta, Canada dated the 22nd day of June, 1993, as amended July 16, 1993.

DATED at Calgary, Alberta, March 18, 1994.

PWA CORPORATION
CANADIAN AIRLINES INTERNATIONAL LTD.

Income after financial items increased by 4% to SKr 1,562m (1992: 1,477).

Net income per share rose to SKr 23.75 (22.60).

Proposed dividend increase from SKr 9.00 to SKr 10.00 per share. In addition a 5:1 split of shares is proposed.

Continued improvement in earnings is expected in 1994.

The AGA Group's sales rose by 35% to SKr 16,163m, and operating income increased by 28% to SKr 1,645m, due to higher exchange rates and contributions from the cold storage companies acquired around year-end 1992 - French CEGEP and German Bremerhaven Kühlihäuser.

Gas Operations' sales increased by 27% to SKr 11,383m, and operating income by 18% to SKr 1,373m (1,159). Although the continued

recession in most European countries, and in Venezuela and Mexico, subdued growth, most gas companies reported satisfactory development, due among other things to extensive rationalization programs. Investments in new plant and equipment totalled SKr 1,366m (1,517), which corresponded to 12% (17) of sales. New operations were started in Latvia, Lithuania, Poland and Kaliningrad.

Frigoscandia's sales amounted to SKr 4,688m, an increase of 18% excluding the contribution from the new companies. Operating income rose by SKr 145m to SKr 275m, an increase that came from the new companies. The Food Process Systems business area reported a return to satisfactory earnings, while Food Services noted a weaker income trend.

The associate company Gullspångs Kraft reports a 33% increase in income after financial items to SKr 608m (457). AGA's share of this income was SKr 206m (145).

The Annual General Meeting will be held on May 5.

1993 Summary
SKr million 1993 1992
Sales 16,063 11,870
Operating income 1,646 1,289
Net financial items -327 -3
Share of income in Gullspångs Kraft 204 145
Income in other associate companies 35 46
Income after financial items 1,562 1,477
Net income 1,136 1,007
Net income per share, SKr - after tax 26.45 26.40
- after full tax 23.75 22.60

AGA
AGA Aktiebolag, S-181 81 Lidingö, Sweden

AGA is one of the world's largest gas companies with operations in 12 countries in Europe, the U.S. and Latin America. Frigoscandia is the world's leading company for the freezing, storage and transport of food. The associate company Gullspångs Kraft is one of the largest power producers in Sweden.

Baer Holding Ltd.

From strength to strength in 1993

Consolidated Key Figures		
	1992	1993
Net profit	Skr. m 68 147 + 46	
Cash flow	Skr. m 118 225 + 91	
Return on equity %	10.4 18.4 + 77	
Total assets	Skr. m 63 77 + 23	
Equity	Skr. m 674 919 + 36	
Staff	1,367 1,438 + 4	
Clients' assets	Skr. m 33.0 44.9 + 36	
Munul funds	Skr. m 3.1 5.4 + 77	

The Julius Baer Group offers services in investment advice and asset management - for both private and institutional clients worldwide - as well as in brokerage and foreign exchange trading. The flagship of the Group is Bank Julius Baer, founded in 1890.

JBaB

BAER HOLDING LTD.

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Zurich Geneva Frankfurt London New York Hong Kong

Citicorp creates post of head of credit cards

By Richard Waters
in New York

Citicorp, the US's biggest credit card issuer, has handed responsibility for its US and European cards business to a new executive, marking the latest senior-level reshuffle in the international credit card industry.

Both Visa and MasterCard have recently replaced long-serving chairmen. The moves signal growing competition between banks and other issuers in the credit card industry, as well as a shift in focus away from the mature US market.

Citicorp said it had created a new position of head of credit cards for the US and Europe. Previously, responsibility for credit cards had rested with regional managers, who had responsibility for all retail banking products.

The bank named Ma Roberta Arena as the first head of the cards business, catapulting her into one of the most prominent positions in the industry. She is now general manager of the US cards business, and was previously in charge of European credit cards.

The bank has had largely successful in defending its market position in the US against new entrants in recent months.

The reshuffle in part indicates an intention to shift emphasis to other markets with better growth prospects. Citicorp has 28m cardholders in the US, compared with 600,000 in Europe.

Mr James Bailey, who had run all of the bank's US consumer banking businesses since the beginning of 1992, has been named head of global transaction services.

Bugatti ownership revealed

By Kevin Done,
Motor Industry Correspondent

Mr Romano Artioli, an Italian entrepreneur, has emerged as the 100 per cent owner of Bugatti International, the Luxembourg-registered holding company, which last year acquired Group Lotus, the UK sports car maker and automotive engineering consultancy from General Motors.

The ownership of Bugatti International has remained a mystery ever since the company was formed in the late 1980s with ambitious plans to revive the prestigious Bugatti marque and develop a new range of 200mph supercars.

Mr Mario Barbieri, vice-chairman of Bugatti Automobile, said that Artioli family interests now held 100 per cent of the equity in Bugatti International, following a move by Mr Artioli to exercise various options allowing him to take full control.

Bugatti International is planning to seek outside finance to help fund ambitious new model programmes that are being developed by both Group Lotus and Bugatti Automobili.

Bugatti refused to reveal the identity of the previous shareholders, but said that Mr Artioli had held a majority interest in Bugatti International from the outset.

Bugatti has engaged CS First Boston as financial adviser, and Price Waterhouse as auditor.

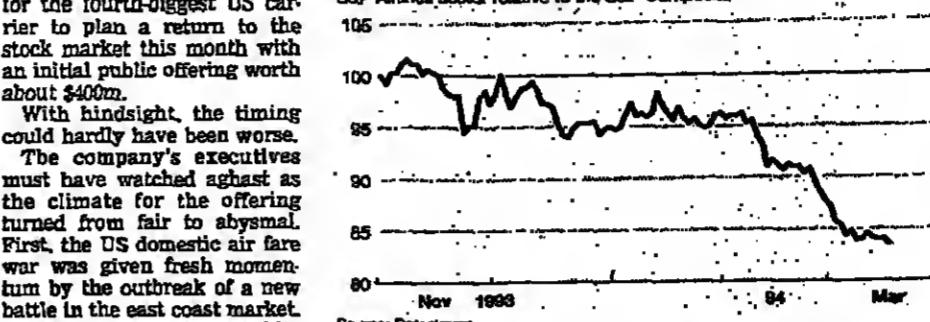
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Next payment date:
June 15, 1994
Coupon nr: 15
Amount:
FRF 157,89 for the
denomination of FRF 10,000
FRF 157,87 for the
denomination of FRF 100,000
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paragraph "Purchase and
Redemption" (d)
"Redemption at the option of
the Noteholder", of the
Terms and Conditions of
the Notes, no Notes have
been presented for
redemption on the Interest
Payment Date falling on
March 15, 1994.
Nominal amount
outstanding after
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Richard Tomkins reports on Northwest's problems and prospects

Floating in a much colder climate

By Richard Waters

SAP Airlines sector relative to the S&P Composite



within a whisker of taking it into bankruptcy.

Northwest was not the only airline losing money: the US industry as a whole had lost \$10bn in the preceding three years. But Northwest's problems were worse than most other companies' because the airline had been taken private in 1989 through a highly leveraged buy-out that left it burdened with \$3.4bn of debt.

But yesterday came yet another blow to the offer when American Airlines, the second-biggest US carrier, confirmed reports that it was heading for worse-than-expected losses in its first quarter.

Even before the spate of bad news began, enthusiasm for the offer had been tepid. Just six months earlier, in July 1993, the airline's heavy debts and mounting losses had come

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German bank gets bonus from Luxembourg arm

By David Waller, recently in Luxembourg

Deutsche Bank Luxembourg, the largest bank in the Grand Duchy, is paying its German parent bank a special dividend of DM174m (\$103m) on top of a normal dividend of DM124m after making record profits last year.

Pre-tax profits at the Luxembourg arm of Germany's highest bank rose by 44.4 per cent from DM440m to DM636m. The increase reflected what Mr Ulrich Weiss, chairman of the bank's advisory board, called an extraordinary constellation of favourable factors.

Profits from private customer business more than quadrupled, Mr Weiss explained at a press conference earlier this week, while the bank benefited from buoyant trading conditions in the world securities markets last year.

In addition, Deutsche Bank

Luxembourg profited from the sale of Third World debt at higher prices than its written-down value. This gave rise to a profit of DM29m, which Mr Weiss said would have been treated as an extraordinary gain in the previous year. Profits from mainstream lending business rose 12 per cent.

The profits' contribution from private customer business was not quantified, but Mr Weiss said that the number of customers increased by 28 per cent last year, with a 55 per cent increase in special depositary accounts for securities. The volume of funds under management in these accounts doubled to DM83m.

The spectacular increase in profits highlights a massive transfer of funds from Germany to Luxembourg in recent years, triggered largely by the perceived tax benefits of investing in the Grand Duchy.

The first catalyst to the flow of funds to Luxembourg came at the end of 1991 when the Federal Constitutional Court in Karlsruhe ruled that interest income should be subject to a withholding tax.

A 30 per cent withholding tax was introduced at the beginning of last year, prompting further transfers of capital, but the capital flows have partially reversed more recently in anticipation of a modification to the tax regime.

This flow of funds back into Germany - DM265m in the last quarter of 1993 - is one of the main reasons for the 20 per cent plus increase in German M3 money supply in January.

Although investing in Luxembourg is not illegal for German citizens, the German tax authorities last month launched a raid on Dresdner Bank, Germany's second-biggest bank, claiming that the bank was actively helping its customers evade tax.

Earnings ahead to \$66m at Minorco

By David Blackwell

Minorco, the offshoot investment arm of South Africa's Anglo American group, lifted operating earnings to \$66.5m from \$57.7m in the six months ended December. Turnover increased to \$1.2bn from \$1.17bn.

The Luxembourg-listed group last November completed a \$1.43bn asset swap with Anglo, which owns 46 per cent of the shares. It took control of Anglo's non-diamond interests outside South Africa.

The group, which has restated figures for the 1992 half to reflect the asset swap, said that for the first time operating profits were its main source of earnings. "This completes the transformation from a bolding company to an operating natural resources group," said Mr Hank Slack, president and chief executive.

Significantly lower financial income helped to reduce earnings before extraordinary items to \$105.9m from \$117.8m. But extraordinary gains of \$57.7m, mainly from profits on the sale of its stake in Charter Consolidated and Zambian Copper Investments, left net earnings at \$164m, against \$133m. The interim dividend is 19 cents.

The group is proposing to change its financial year-end to a calendar year to bring it into line with North and South American practice. It will pay a final dividend for the year to June, followed by a second final for the 18 months ending December this year.

Minorco now operates four divisions - gold, base metals, industrial minerals, and pulp and paper. Gold production improved by 5 per cent to 331,200 ounces at an average price of \$380 an ounce, up from \$353. Copper production rose to 51,400 tonnes from 46,200 tonnes, with an average price 13 per cent down at 92 cents a pound.

The group invested \$270m in existing and new businesses in the half. At the end of December net cash stood at \$842m, compared with \$1.84bn last time.

Qantas in the black at half-time

By Nikki Tait in Sydney

Sharply-reduced interest charges and higher passenger volumes have given Qantas, the state-owned Australian airline in which British Airways holds a 25 per cent interest, to announce an after-tax profit of A\$71.8m (US\$51m) for the six months ended December.

This compares with a A\$365.5m loss in the same period of the previous year, but the 1992-93 figure was struck after A\$43.2m of abnormal items, primarily write-offs and restructuring expenses arising from the merger of Qantas, tra-

ditionally Australia's international carrier, with Australian Airlines, the large domestic airline. There were no abnormal items in the latest set of figures.

Qantas said yesterday that operating profit, before tax and abnormals, rose from A\$33.8m to A\$100.5m with total operating revenues standing at A\$345m, against A\$341m.

Even this comparison, however, was muddied because Australian was included for only four months in 1992, compared with the full six months last time. If Australian had been included for the full six

months in 1992, Qantas estimated that the most recent figures would have shown a 10.3 per cent rise in revenues and an increase in operating profits from A\$27.6m to the A\$100.5m figure.

Qantas described the results as "creditable," but admitted that operating yields had fallen on both domestic and international operations, hitting profitability. Staff-related costs increased "significantly," while fuel costs rose in line with the increase in available seat kilometres - up 8.7 per cent on international routes and 11.1 per cent on domestic.

Not interest costs, by contrast, fell very significantly to A\$88.3m from A\$122.3m. This follows the recapitalisation of the group and the injection of the British Airways investment in February 1993.

Mr Gary Pemberton, Qantas chairman, warned yesterday that the seasonal downturn in traffic during the current six months would mean that the second-half results are weaker than those just reported.

"I would expect something less than the first-half result in the current period," he said.

Political anchors on Qantas float

No date has been set for the airline's sell-off, reports Nikki Tait

A big political question mark overshadows the latest results from Qantas. Will the airline be floated this autumn? Or will it come to the stock market in mid or even late 1995, a full two years later than the Australian government originally planned?

Mr Gary Pemberton, Qantas' chairman for the past year, says the decision must be made in the current financial year to allow for all the administrative work involved in the "early" privatisation option.

And be is blunt about Canberra's options: "It's going to be judgment call for them, and not an easy one. They've got, in many ways, conflicting considerations. One is the state of the share market, which at the moment is strong - that would argue for going earlier."

"On the other hand, Qantas has been subject to very significant changes - the merger with Australian, and in its management. The business is improving, and we're making progress. So from that point of view, you'd be persuaded to give it more time."

This is Mr Pemberton playing diplomat. Pushed a little further, he admits that management wants to wait - view also expressed by British Airways' chairman, Sir Colin Marshall - and cites two simple reasons.

First, there is Qantas' profitability - or lack of it. "We've set ourselves a [profit] target of over A\$400m (US\$285m).

That's what we've set as the right return on shareholders' funds," he says. "We've never quite meant it as a precondition to privatisation. What we were really conveying is that any discretionary shareholders will be looking for that sort of return. The yardstick has to be a normal commercial yard-

stick, not what people might be satisfied with because the airline industry's going through a tough time."

Secondly, there is enormous internal upheaval which currently suffuses Qantas, as it tries to blend long-standing international operations with Australian's domestic network and undertakes an extensive executive overhaul. "From a management perspective, we'd like to have the time. It's easy to overlook the fact that privatisation, and all the due diligence, is a horrendous process for management."

Yesterday's results will almost certainly add ballast to the Qantas/BA point of view. Net profit of A\$71.8m, coupled with Mr Pemberton's prediction that the second half will be "something less," suggest that Qantas will miss its

management still feels the carrier needs to make.

"I think there's a very big issue about the quality of our revenues - the markets we're in, the routes that we're flying. There's a lot of room for improvement," says Mr James Strong, who took over as managing director last autumn.

Then there is the labour situation. "I don't believe the company has got anywhere near the productivity trade-offs that we should have got in terms of the enterprise bargaining agreements that were entered into," he continues.

Even in those areas where optimists might envisage short-term progress, the carrier takes a very cautious line. Qantas, for example, said that its American routes continued to make losses in the first half - in contrast to Japan, the Orient, New Zealand and the UK. But the Pacific market has seen two major US players - Continental and Northwest Airlines - retreat during recent months. Fares have jumped significantly.

But Mr Strong refuses to be bullish. "There's a tendency to say, 'they've gone, terrific, everyone's going to make money in the Pacific.' But there really are tremendous time-lags. It's been a sea of red ink for a long, long time and it's not suddenly going to be awash with US greenbacks."

In short, Qantas has made its case for a late float. Over to Canberra.

Email buys out US group

By Nikki Tait

Email, the Australian domestic appliance manufacturer and distributor, said yesterday that it was buying the joint venture which it owns with Westinghouse, the troubled US group, for around A\$60m (US\$46m).

The Email-Westinghouse venture was set up in 1985, and has annual sales of around A\$120m.

Its operations span a number of areas, including switchgear, metering equipment, air handling and printed circuit board

products. Its main manufacturing sites are in Sydney, Melbourne, Brisbane and Manila.

Email said that all the businesses are currently profitable and it expects the deal to enhance earnings per share. As part of the deal, the 11.1m shares in Email owned by the joint venture will be sold via Potter Warburg, the Australian broker.

Due to this associated share sale, Email took the opportunity yesterday to make a profit forecast for the year ending November.

Brierley sells stake in CHH

By Terry Hall in Wellington

Brierley Investments has sold an 8.5 per cent stake in forestry group Carter Holt Harvey (CHH) for NZ\$51.8m (US\$39.8m) cash to International Paper of the US.

CHH was controlled by a joint venture of International Paper and Brierley Investments, with each partner owning a 16.5 per cent stake.

Brierley will continue to hold 8 per cent of CHH through the joint venture company, and has no plans to sell further shares.

It became a shareholder in CHH in 1990, when the group faced a liquidity crisis.

Mr Paul Collins, Brierley chief executive, said the company had been a significant contributor to the substantial

"enhancement" of CHH's value.

Brierley had stabilised the ownership structure, undertaken two capital issues which together raised NZ\$285.5m, and set up the joint venture holding company with International Paper.

CHH, now managed by International Paper, has large forests in New Zealand and Chile...

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March 1994

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Rex J. McLennan

The appointment by the Board of Directors of Rex J. McLennan to the position of Treasurer of Placer Dome Inc. effective March 15, 1994 is announced by Ian G. Austin, Senior Vice-President and Chief Financial Officer. Mr. McLennan joined Placer Dome as Assistant Treasurer in September 1991 following an 11-year career with a multinational oil and gas company. As Treasurer, he will be responsible for developing strategies to finance Placer Dome's growth, and for corporate risk management, group tax and treasury operations. Mr. McLennan has a Bachelor of Science degree in Mathematics and Economics from the University of British Columbia in Vancouver and a Master of Business Administration degree from McGill University in Montreal. Placer Dome Inc. is a major global mining company whose principal product is gold. Placer Dome's 16 mining operations are conducted in Australia, Canada, Chile, Papua New Guinea and the United States of America.

Annual Meeting of Shareholders

The Annual Meeting of Shareholders will be held on Thursday, April 28, 1994, 10:00 a.m. at the BASF-Feierabendhaus, Leuschnerstraße 47, Ludwigshafen/Rhine, Germany

Agenda

1. Presentation of the Financial Statements of BASF Aktiengesellschaft and BASF Group for 1993; presentation of the 1993 Annual Report covering BASF Aktiengesellschaft and the BASF Group; presentation of the Supervisory Board Report.
2. Declaration of dividend.
3. Ratification of the actions of the Supervisory Board.
4. Ratification of the actions of the Board of Executive Directors.
5. Appointment of auditors.

Shareholders wishing to participate in the Annual Meeting and to exercise their right to vote must have deposited their shares during normal office hours and in the prescribed form at a depository bank. The shares should remain deposited until the conclusion of the Annual Meeting. Shareholders have the right to vote by proxy. Depository banks and the full Agenda are published in the "Bundesanzeiger" of the German Federal Republic, Nr. 53 of March 17, 1994.

Depository banks in the U.K.:

Morgan Grenfell & Co. Limited
S.G. Warburg & Co. Ltd.

The deposit is only effective if the shares are submitted by Wednesday, April 20, 1994.

The Board of Executive Directors
Ludwigshafen/Rhine,
March 17, 1994

BASF Aktiengesellschaft

67056 Ludwigshafen

BASF

MFC Finance No. 1 PLC
Mortgage Backed Floating Rate Notes Due October 2023
In accordance with the Terms and Conditions of the Notes, notice is hereby given that the new interest rates and periods in respect of the subject Notes are as follows:-

Period	Rate %	Period	Rate %
Series A 2nd March 1994-29th April 1994	5.475	Series D 29th March 1994-29th April 1994	5.475
Series B 29th March 1994-29th April 1994	5.525	Series E 29th March 1994-29th April 1994	5.525
Series C 29th March 1994-29th April 1994	5.575	Series F 29th March 1994-29th April 1994	5.575

By Cazenove, A.N.A. Issue Services
March 18, 1994, London

CITIBANK

NOTICE OF DIVIDENDS IN SHARES

and Conversion Price Adjustment

Daewoo Heavy Industries Ltd.

US\$40,000,000

3 per cent. Convertible Bonds 2001

This notice is hereby given to the holders of 3 per cent. Convertible Bonds 2001 of Daewoo Heavy Industries Ltd. that at a Meeting of the Board of Directors held

INTERNATIONAL CAPITAL MARKETS

Prices weaken as Bundesbank confirms rate fears

By Conner Middemann
in London and Frank
McGurk in New York

European government bonds weakened in moderate turnover following the Bundesbank's decision to leave German interest rates unchanged

GOVERNMENT BONDS

Although few market participants had seriously expected a rate-cut announcement, there had been lingering hopes for a small cut in the 6.25 per cent emergency Lombard rate, or an announcement of fixed-rate repurchase agreements at a lower rate.

"It was a classic case of silly stories making the rounds," said Mr Huw Roberts, European bond strategist at NatWest Markets. He expects the

Bundesbank to continue lowering its repo rate gradually in coming weeks.

Until the Bundesbank's council returns from its four-week Easter break, central bank watchers will shift their gaze to the US Federal Reserve, whose open-market committee is due to meet on Tuesday.

Many European dealers are hoping for another rate-lowering sooner rather than later. This, accompanied by further European rate cuts, is seen to help European bonds separate from the US Treasuries market.

After firming at the open on short-covering in the futures market, UK gilts took another tumble after German rates were left unchanged. Moreover, after reports of overseas selling on Tuesday, some traders said the market was

swash with unwanted supply.

The Treasury's announcement that it was giving the Bank of England greater freedom to operate in the gilt market had little impact - if anything, traders said, it should have had a positive effect, as it may make gilt issuance more transparent.

The June long gilt future fell by 1/2 point to 111 1/2.

German bonds shed about 1/2 point in the 10-year maturities, with traders reporting most activity in the futures pits. The June bond futures contract fell 0.45 point to 97.23.

French government bonds weakened roughly in line with bonds, and traders are now focusing on next Thursday's meeting of the Bank of France's policy council. They hope it may follow the recent small easing on

Germany's repo rate.

"If the German repo rate falls again next week, we could see a move from the Bank of France," said NatWest's Mr Roberts. France's 6.10 per cent intervention rate currently stands 22 basis points above the Bundesbank's repo rate.

Rollovers from March into the June futures contracts on Mati dominated trading, with investors reported to be largely sidelined. The March notional bond future closed 0.46 point lower on the day, and fell another 0.34 point in afternoon trading.

Spanish bonds got an early lift when the Bank of Spain injected overnight funds at a slightly lower rate. However, the late weakness in other bond markets dragged Spanish bonds lower, with the June futures contract ending at 101.12, down 0.19 point.

French government bonds got an early lift when the Bank of Spain injected overnight funds at a slightly lower rate. However, the late weakness in other bond markets dragged Spanish bonds lower, with the June futures contract ending at 101.12, down 0.19 point.

The June Italian BTP futures contract fell 0.52 point to 111.58.

The US Treasury market attempted to rally on news of low inflation and moderate growth in a Philadelphia regional economic survey, but prices soon retreated amid profit-taking.

By midday, the benchmark 30-year government bond was down at 92.25, with the yield rising to 6.813 per cent. At the short end, the two-year note had risen to 99.9, to yield 4.913 per cent.

The impetus for the morning's aborted advance was the Philadelphia Federal Reserve's March business outlook survey. The report's current price-paid index came in at 104.30, compared with 104.3 in the previous month, while the business activity index slipped to 24.1, against a

prior reading of 26.7.

Separately, the Labor Department said the initial claims for state unemployment benefit receded last week, a development generally anticipated by analysts.

Overall, the data reinforced the impression that inflation was not a threat to the value of fixed-rate securities, as suggested by this week's figures on consumer and producer prices.

The market responded by bidding up the long bond to modestly higher levels. However, after two straight days of strong advances, traders could not resist the impulse to book profits, and bond prices quickly reversed course.

Despite the good numbers, the market was holding a cautious watch ahead of the Fed's policy-making session next Tuesday.

Hongkong Bank restructures its treasury business

By Louise Lucas in Hong Kong

Hongkong and Shanghai Banking Corporation and its investment banking arm Wardley Holdings are pooling their resources in treasury and capital markets operations.

The move is designed to boost dealing capacity and better exploit Asia's fast-growing debt markets.

Under the restructuring, HSBC's 50-strong team and Wardley's 58 dealers will be brought together in a purpose-built treasury facility in the bank's Hong Kong headquarters.

Staff will be hired to bring the total to 150 people by the year-end, with room for a further 100 positions. However, HSBC and Wardley will retain their own balance sheets and legal identities.

Hongkong Bank said the growing sophistication of

Asian investors, together with the introduction of dragon bonds and new derivative instruments, had prompted it to beef up and restructure operations to meet customer demand and maximise profitability.

He said that although Hong Kong had long been an important trading centre for foreign exchange, other aspects of treasury and capital markets business had only recently taken off, especially on the debt-origin side.

The new treasury facility will be the nerve centre for the origination, underwriting, distribution and trading of a wide range of debt securities. It will also provide a broad spectrum of interest, currency and index-related swaps and derivatives.

It will also embrace the group's existing foreign exchange and money market services.

Wharf wins race for S&P debt rating

Wharf (Holdings) has become the first big Hong Kong conglomerate to receive a publicly-declared long-term debt rating. Standard and Poor's rating agency has awarded it an implied senior rating of A, writes Louise Lucas.

This is the maximum possible, as it matches that assigned to the HK government.

Wharf clinched it ahead of Swire Pacific, the conglomerate which is also seeking a debt rating. It will facilitate any plans by Wharf to tap international debt markets.

Polish insurer seeks Warsaw bourse listing

Polisa, the small Polish insurance company, plans to boost its capital to 500m zlotys from 53.1m zlotys through new share issues, and to list on the Warsaw bourse, Reuter reports from Warsaw.

"We want to become listed on the Warsaw bourse by the end of 1994... and to reach this goal we need to make two or three public share offerings," the company said.

Polisa must boost its capital to reach targets set for premium income. It expects premiums to rise to 900m zlotys this year.

Maltese borrowing debut draws high-yield investors

By Tracy Corrigan

The first offering by a Maltese borrower met selective demand yesterday from investors looking for higher-yielding paper.

Freepost Terminal (Malta) launched a \$20m 15-year offer-

ing of bonds to finance a new container terminal. The deal is guaranteed by the Republic of Malta and is rated A2 by Moody's.

The issue has a sinking fund, which starts to repay principal from March 1999, giving the issue an average life of 10 years. The structure, which is

rather unusual for a Eurobond, is designed to suit the nature of the project financing. Dealers said the issue was attractively priced, taking account of the structure. At 115 basis points above the 10-year US Treasury, it appeared generous relative to other single-A rated credits, they said. More than half the paper was placed in the US, where single-A corporate bonds are trading as tightly as 80 basis points over the curve, according to lead manager Bankers Trust.

In the Canadian dollar sector, Toyota Motor Credit and ASK-CGCR launched smallish three-year offerings, which are expected to be placed gradually with retail investors.

Elsewhere, in an important step in Bolivia's return to the international capital markets following the Latin American

debt crisis in the 1980s, BBN Multibanco, a Bolivian commercial bank, launched a \$10m issue of Euro-notes. The bank has already issued certificates of deposits, but this is its first offering of notes, made under a \$25m programme

arranged by West Merchant Bank. Moody's has upgraded the rating of New Zealand's foreign currency debt from A3 to A2, reflecting important structural changes. The rating agency said that New Zealand's foreign currency debt/exports ratio and current account deficit are declining, while economic growth is picking up. New Zealand launched a \$15m offering of five-year floating rate notes earlier this week.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

	Coupon	Red Date	Price	Day's change	Yield	3mo	Month ago
Australia	8.00	05/04	114.1800	-0.50	7.22	7.34	6.30
Austria	7.25	04/04	104.000	-0.20	7.37	7.47	6.22
Canada	6.50	06/04	91.9000	-0.20	7.37	6.67	6.35
Denmark	7.00	12/04	102.7500	-0.450	6.63	6.98	6.35
France	6.7AN 6.000	05/06	108.0200	-0.250	5.76	5.70	5.52
Germany	6.500	04/04	94.3000	-0.60	6.28	6.30	5.95
Ireland	5.000	04/04	99.1500	-0.50	6.12	6.23	5.98
Italy	5.000	04/04	97.1000	-0.20	6.23	6.25	6.05
Japan	4.900	06/04	105.6900	-0.14	5.52	5.65	5.26
No 117	4.900	06/03	103.6500	-0.70	3.95	3.95	3.38
Netherlands	5.750	01/04	98.5000	-0.720	6.23	5.18	5.88
Spain	10.500	10/03	111.0200	-0.250	6.74	6.84	6.16
UK Gilt	5.000	03/04	103.000	-0.20	6.48	6.48	6.05
US Treasury	4.750	11/04	103.000	-0.150	7.33	7.09	5.52
9.000	10/08	113-19	103-22	7.46	7.23	6.83	
US Treasury	5.875	02/04	98-14	+1/42	6.38	6.42	5.88
ECU French Govt	6.250	09/03	92-23	+1/42	6.81	6.89	6.44
London clearing	6.000	04/03	95.4100	-0.420	6.04	6.16	

INTERNATIONAL BONDS

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Elsewhere, in an important step in Bolivia's return to the international capital markets following the Latin American

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Coupon %	Price	Maturity	Fee %	Spread bp	Book runner
Freepost Terminal/Matit	205	7.50	98.861R	Mar 2009	0.50R	+115.00	HSBC Trust Int'l.
Alpen Capital Co. Ltd	100	6.50	100.00	Oct 2009	0.50	-	Kidder Peabody Int'l.
Bank of America	100	7.758	100.00	Mar 1995	-	-	SocGen Int'l. Bank
Banco CFC Brazil	60	7.758	100.00	-	-	-	-

■ GUILDFUND European Investment Bank 300 8.00 99.800 Apr 2002 2.00 +18.00 Rabobank Nederland ABN Amro Bank

■ CANADIAN DOLLARS Toyota Motor Credit Corp. (US-Car-Car) 150 6.55 98.959 Dec 1997 0.25R +21 (4) Wood Group Wood Group

■ AUSTRALIAN DOLLARS ECU French (Australia) 75 6.50 100.875 Apr 1997 1.50 +18.00 Hambros Bank

■ LUXEMBOURG FRANCS Republique Française 2bn 6.50 101.100 Apr 2001 1.75 - Kreditanstalt Luxembourg

■ FRENCH FRANCS Republique Française 2bn 6.50 101.100 Apr 2001 1.75 -

First name and non-callable unless stated. The yield quoted lower relevant government bond, at launch is supplied by the lead manager. *Unlisted or private placement. **Convertible floating rate note. ***Capped-coupon rate. **4% fixed rate plus fees indicated at the re-offer level. At \$1000 face value: average 10-year 10 yrs. b3 0.275%. c3 0.275%. d3 0.275%. e3 0.275%. f3 0.275%. g3 0.275%. h3 0.275%. i3 0.275%. j3 0.275%. k3 0.275%. l3 0.275%. m3 0.275%. n3 0.275%. o3 0.275%. p3 0.275%. q3 0.275%. r3 0.275%. s3 0.275%. t3 0.275%. u3 0.275%. v3 0.275%. w3 0.275%. x3 0.275%. y3 0.275%. z3 0.275%. 13 0.275%. 23 0.275%. 33 0.275%. 43 0.275%. 53 0.275%. 63 0.275%. 73 0.275%. 83 0.275%. 93 0.275%. 03 0.275%. 14 0.275%. 24 0.275%. 34 0.275%. 44 0.275%. 54 0.275%. 6

Rentokil shares slip despite rise to £147m

By Andrew Bolger

Shares in Rentokil slipped by 74p to 2484p in spite of the environmental and property services company maintaining its 11-year record of compound growth in profits and earnings in excess of 20 per cent.

Rentokil's pre-tax profits increased by 20.1 per cent to £147m in the year to December 31, while sales increased by 27 per cent to £600m. Currency movements depressed the profit figure by £1.2m.

The group said good organic growth in North America, Asia and the UK had offset lower growth in Europe.

Securiguard, the security group bought for £78m after a hostile bid battle last July, contributed sales of 205.5m and profit after interest of £3.3m.

Mr Clive Thompson, chief executive, said: "The business has proved at least as good as we thought at the time we bought it in some cases better."

Mr Thompson said Rentokil's strategy, in the medium to

long-term, was to move Securiguard's low profit margins by providing better levels of service.

He said: "Our view is that security in future will require higher levels of quality - and customers will be more concerned with quality than price, although price is always important."

Securiguard was making a profit margin of 5.6 per cent at the time of acquisition, a margin which Mr Thompson said should be capable of being lifted into the future, although not above 20 per cent. He said the group's US tropical plants business was making margins of 5.6 per cent at the time of its acquisition in 1988, and was needed to sustain a FTSE 100 company. Doubters point out that Rentokil's 36 per cent premium rating is maintained solely by the earnings story - the yield is low and the group has net assets of only £105m, compared with its market capitalisation of £24.6bn. The shares have had a good run since the year-end, and could suffer further profit-taking.

Rentokil set up an acquisition provision of £6.8m to cover redundancy and reorganisation at Securiguard, of which it had utilised £1.3m by the year-end.

Year-end net cash fell from £60.2m to £15.6m after £102.6m had been spent on acquisitions.

Earnings per share grew by 21 per cent to 8.02p (9.71p). A

final dividend of 2.01p gives a total for the year of 2.85p (2.31p), an increase of 23 per cent.

• COMMENT

Analysts were pleasantly surprised by the size of Securiguard's contribution, but the fact that results were in line with forecasts meant the rest of the group had performed slightly below expectations.

The size of the Securiguard provision also raised eyebrows, and there is scepticism over how much profits can be lifted in the security business. These specific grousers betray a deeper unease that Rentokil's hoped-for growth story will be hard to sustain in a FTSE 100 company. Doubters point out that Rentokil's 36 per cent premium rating is maintained solely by the earnings story - the yield is low and the group has net assets of only £105m, compared with its market capitalisation of £24.6bn. The shares have had a good run since the year-end, and could suffer further profit-taking.

Rentokil set up an acquisition

Blenheim pays £17m for three acquisitions

By David Wighton

Blenheim Group, the exhibitions organiser whose shares have almost halved over the past year, has made three acquisitions for a minimum £17m in cash.

It includes its first purchase in east Asia, a fast-growing exhibitions market where it has little presence.

The first buy involves a complicated restructuring of France's giftevere and interior decoration exhibitions. Blenheim, which has two small exhibitions in the sector, is buying the rival MIC exhibition for FF150m (£23.5m) and injecting all three into the market leader, the Paris Antiques d'Art Show, which is owned by a trade association.

Blenheim is also committing a further FF130m in cash in return for a 50 per cent stake in the joint company. Mr Christopher Crowcroft, finance director, said that the smaller exhibitions had suffered from the recession and the industry did not like the competing shows. Mr Crowcroft said the deal would enhance Blenheim's earnings this year.

Blenheim has also agreed to pay £23.6m (£39m) for Editore PEG, an Italian publisher of technical magazines covering heating, plumbing and sanitation. It also organises Mostra Convegno Esposizione, an exhibition in Milan covering air conditioning and heating equipment. Editore PEG made a profit of £3.75m (£1.5m) on turnover of £34.2m (£13.7m) in 1992.

The third deal is designed to give Blenheim a base from which to replicate some of its existing exhibitions in Japan. It is paying £1.3m (£900,000) for 70 per cent of Vertical Planning International, which

organises the Japanese Aerospace exhibition every four years. Blenheim has agreed to acquire the remaining 30 per cent in 1999 for up to \$8.75m.

The final dividend of 1.3 cents (0.6 cents) is proposed for a total of 1.8 cents (0.8 cents). Earnings per share rose from 4.39 cents to 12.75 cents.

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corres - pending dividend	Total for year	Total last year
Arlo Wiggins	£1.85	May 27	3.85	6.5	8.5
Attwoods	£1.75	Aug 1	1.75	-	-
Baynes (Charles)	£1.075	May 27	0.8	1.65	1.425
British-Borneo	£4.433	May 23	4.433	7.1	7.1
Cafe Italia	£0.9	May 8	0.75	-	-
Commodore Text	£0.9	May 8	0.9	14.2	13.6
Daniels (S)	£0.4	May 25	0.25	0.3	0.25
David Service	£5.25†	June 8	5.25	7.98	7.98
Davidson	£1.3	June 24	2.25	4.5	3
Edmund	£1.15	July 1	0.15	0.3	0.5
Fairhaven	£1.35†	June 2	0.8	1.5	0.8
Green (Ernest) S	£2.75	May 3	2.75	-	-
Guinness	£9.18	May 24	6.5	12.8	11.85
Haden Macmillan	£1.75	July 1	2	2	2
Hill	£7	May 25	4.5	11	7.5
Hill (Tyndall)	£1	May 8	nil	5.8	3.35
Kirk-Fix	£2.3	June 1	12.9	20.1	19.1
Legal & General	£13.8	June 10	5.25	-	-
OGC	£3.5	April 18	8	-	29
Pochin's	£8	May 18	16.75	12.75†	-
Reed Int	£12.75	May 11	1.67	2.85	2.31
Rentokil	£2.01	April 30	1.4	2.4	2
Rosebys	£3.25†	May 13	3	4.65	3.1
Shaw Brm	£1.74†	May 18	1.1	0.5	0.5
Trade Indemnity	£1	July 1	nil	nil	-
Travis Perkins	£5.5	May 23	6.5	8	9
United Biscuits	£0.9	July 1	0.9	15.3	15.3

Dividends shown per share net except where otherwise stated. For increased capital US\$1m stock. US cents throughout. For 8 months.

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Fraser float price set at lowly 180p

By Neil Buckley

House of Fraser, the 56-store department chain being floated by its owners, the Fayed brothers, yesterday set its flotation price at 180p.

That valued the group at a lower-than-expected £413.3m.

The price was at the bottom end of forecasts, which ranged between 180p and 220p, and puts the shares on an historic p/e of 16.2 times.

A dividend of 5p that would have been recommended last year would give a gross yield of 3.5 per cent.

Since publication of the House of Fraser prospectus most analysts had predicted a price of between 190p and 200p. However, recent volatility in the stock market is thought to have persuaded SG Warburg, which is handling the flotation, to plump for a lower price.

• COMMENT

By fixing the price at 180p, House of Fraser has effectively neutralised the market's reservations, and the shares look attractive. The recent tightening of planning restrictions on retail developments means opportunities for opening new stores will be limited. But there is considerable room for improving sales from the group's very cheap, mainly freestanding, existing selling

space as the new management refurbishes the stores, improves the range and introduces new systems. The historic multiple of 16.2 times is a 16 per cent discount to the stores sector. On forecasts of £43m for this year, that discount falls to about 11 per cent, but the management needs to provide more evidence of its expertise if the shares are to move to a market rating.

Float will value Nottingham at £81.4m

By Simon Davies

£1.1m write-off on fixed assets. Based on earnings excluding the write-off, the shares are being listed on an historic p/e of 14.3 and a nominal yield of 4.45 per cent.

About 67 per cent of 1993 turnover was in sales to primary and secondary schools. Nottingham hopes that utilisation of the state schools' estimated £240m budget surplus will help fuel sales growth.

The 225p share offer is sponsored by Goldman Sachs, broker to the deal along with March 30.

James Capel, Nottingham is issuing 8m new shares, a further 600,000 will result from conversion of preference shares, while 15.5m existing shares will also be offered.

Following flotation, the directors will control 15 per cent of Nottingham, having sold 25 per cent, and existing institutional shareholders will own 33 per cent.

The cash raised will be used to redeem outstanding preference shares. Dealings will begin on March 30.

• COMMENT

There are no listed companies that can offer a direct comparison with Nottingham, but on the basis of its generous dividend yield and a p/e at a substantial discount to the market average, the shares should offer something for the stags. The company is strongly cash generative, enabling it to fund further small acquisitions to build up its distribution network. This should provide some further lift for a solid but unexciting business.

Appld Distribution shares at 140p

Shares in Applied Distribution, the contract distribution group, closed at 140p on the first day of trading yesterday - a premium of 5p to the offer price.

This values the company, which opened five years ago under a £15.5m management buy-out from Geest, at more than £42m.

Of the 17.25m shares placed, representing 57 per cent of the enlarged capital, 11.35m were newly issued. The balance of 5.9m shares were sold by existing shareholders.

About 1.5m shares changed hands yesterday. Parings, the sponsor, described the trading as "a very satisfactory start."

Broker to the issue was NatWest Wood Mackenzie.

Inspec gets £136m valuation

By David Wighton

Inspec, the specialist chemicals company which was the subject of a £20m management buy-in/buy-out from British Petroleum 18 months ago, will join the stock market with a valuation of £136.4m after a £49.5m issue of shares at 180p.

The price set yesterday represents 18.4 times pro forma 1993 profits of £7.4m, including a full year from the flotation proceeds and recent US acquisition Allico.

Mr John Hollowood, chairman, said the rating was set at a 20 per cent discount to the average of comparable speciality chemicals companies Allied Colloids, BTG and Yorkshire Chemicals. "It's a fair price given that Inspec has no track record."

The notional dividend of 3.5p for 1993 gives a yield of 2.7 per cent which is in line with the sector.

Of the shares on offer £32.2m have been placed firm with institutions and a further

£17.3m are available to private investors through financial intermediaries. The issue is being handled by Morgan Grenfell, the merchant bank, and stockbrokers Cazenove.

• COMMENT

Inspec combines a handsome legacy from British Petroleum - including excellent facilities, market positions and operational management - with Mr Hollowood's proven ability to grow speciality chemicals businesses. The price was set at a good discount to the sector - which has had a very strong run - though the pro forma profits for 1993 were boosted by the acquisition of Allico and a 20 per cent tax charge. This will rise only gradually over the two years and analysts are looking for earnings growth of around 15 per cent this year which cuts the rating to 16. The reception from institutions has been very good and the shares are likely to open at a healthy premium when trading starts on March 30.

Reed Elsevier restructure will reduce audit fees

By Andrew Jack

Read Elsevier, the international publishing group, plans to reduce its audit fees by nearly two-fifths as a result of a restructuring of its operations which has led to the appointment of Deloitte Touche Tohmatsu as world-wide auditors.

It also aims to reduce the number of legal entities registered in the UK by three-quarters as part of the process in an effort to reduce the number and costs of statutory audits.

The fees of Reed Elsevier and Reed and Elsevier, their joint venture, are expected to fall from about £2.1m to £1.3m as a result of an audit tender for which all the largest six accountancy firms competed.

Mr Nigel Stapleton, a director of Reed International, said:

"We did not make the decision on who came with the lowest fee, although price was obviously an important consideration."

He said the reduction reflected the elimination of duplication from having two firms of auditors as a result of the merger, as well as improvements to internal audit and changes in the structure of the company.

He stressed that the audit tender prices from all the firms were very close to each other. "We want a challenging audit, not the firm that will give us the easiest audit," he said.

The process began in June last year, and by October three firms remained for detailed selection: Touche, Price Waterhouse, current auditor to Reed, and Coopers, auditor to Elsevier until now.

Museums block Norton's strategy for a kick-start

By Tim Burt

Attempts to kick-start the Norton motorcycle company by raising much-needed cash from the sale of 10 vintage motorcycles appeared close to breakdown yesterday.

Lawyers acting for three British museums where the motorcycles have been on display - some of them for more than 50 years - have halted moves to return them to Norton Motors (1993), a Canadian-backed company which bought the famous manufacturer last year.

The move is a blow for Norton, which had asked Sotheby's to sell the fleet next month as part of its strategy to realise capital to restart production.

Yesterday, however, curators at London's Science Museum, the National Motor Museum and the Museum of

British Road Transport said they would not part with the vehicles, including an 1898 Ariel tricycle and 1906 Matchless, unless the company could prove its ownership.

Mr David MacDonald, Norton's former chief executive, has written to the curators warning them that the company has no rights to the motorcycles.

The prospectus relating to House of Fraser PLC dated 17th March, 1994, from which the information contained in this document is drawn and which alone contains full details of House of Fraser PLC and of the securities being offered, comprises listing particulars relating to House of Fraser PLC in accordance with the listing rules made under section 142 of the Financial Services Act 1986, and has been delivered to the Registrar of Companies in Scotland for registration in accordance with section 149 of that Act.

Application has been made to the London Stock Exchange for the whole of the issued ordinary share capital of House of Fraser PLC to be admitted to the Official List. It is expected that admission to the Official List will become effective and that dealings in the ordinary shares will commence on Wednesday, 6th April, 1994. The issue of this document has been authorised by the London Stock Exchange without approval of its contents.

The Directors are satisfied that this document contains a fair summary of the key information set out in the Prospectus.

S.G.Warburg is a member of The Securities and Futures Authority Limited. S.G.Warburg is acting as sponsor to House of Fraser PLC and underwriter to the Offer and will not be responsible to anyone other than House of Fraser PLC for providing the protections afforded to customers of S.G.Warburg or for providing advice in relation to either the Placing or the Public Offer.

No action has been or will be taken to permit the offer of ordinary shares other than in the UK or the distribution of this document in any jurisdiction other than the UK. The distribution of this document and/or the offering of ordinary shares may be restricted in certain jurisdictions. Persons in possession of this document should inform themselves of and observe any such restrictions. This document does not constitute an offer to sell, or the solicitation of an offer to buy, ordinary shares in any jurisdiction or in any circumstances in which such offer or solicitation is unlawful.

In particular, this document is not for distribution in or into the United States or Canada. The ordinary shares have not been and will not be registered under the United States Securities Act or under the securities laws of Canada and, subject to certain exceptions, may not be offered or sold within the United States or Canada or to any national, resident or citizen of Canada. S.G.Warburg may arrange the offer and sale of a portion of the ordinary shares within the United States exclusively to persons reasonably believed by it to be qualified institutional buyers (as defined in Rule 144A under the Securities Act) in reliance on the exemption provided by Rule 144A.

No person has been authorised to give any information or make any representations in connection with the Offer or the Group other than as contained in the Prospectus or this document and, if given or made, such information or representations must not be relied upon as having been authorised by the Company, the Directors, S.G.Warburg, Harrods Investments or any of them. Neither the delivery of this document nor any purchase made on the basis hereof shall constitute a representation or create any implication that the information herein is correct as at any time subsequent to the date of this document.



HOUSE OF FRASER

Placing and Public Offer

by

S.G.Warburg & Co. Ltd.

of

229.6 million ordinary shares in

House of Fraser PLC

of which 172.2 million are being placed firm

and 57.4 million are being offered to the public

at 180 pence per share

payable in full on application

III

DEFINITIONS

Act

Application Form

Company

Directors

Employee Share Plans

First Personal Bank

GE Capital

Harrods

Harrods Investments

House of Fraser or Group

House of Fraser (Stores)

Intermediaries Bulk Application Form

Using

London Stock Exchange

Offer

Offer Price

ordinary shares

Placing

Preferential Applicants

Preferential Application Form

Preferential Offer

Prospectus

Public Application Form

Public Offer

Securities Act

S.G.Warburg

the Companies Act 1985 (as amended) a Public Application Form, Preferential Application Form or Intermediaries Bulk Application Form, or any or all of them, of the context requires

House of Fraser PLC

the directors of the Company

the House of Fraser Share Option Scheme and the House of Fraser 1994 Share Option Plan

The First Personal Bank plc, a subsidiary of GE Capital

General Electric Capital Corporation, a subsidiary of the General Electric Company of the United States (not affiliated to the English company with a similar name)

the Harrods store or, as the context may require, Harrods Limited, the owner of the Harrods store

Harrods Investments plc, the holding company controlled by the Fayed family

House of Fraser PLC and its subsidiary undertakings

House of Fraser (Stores) Limited, the wholly-owned subsidiary of the Company, which operates all the Group's department stores

a bulk application form for use by eligible financial intermediaries in respect of the Public Offer

the admission to the Official List of the London Stock Exchange of the issued ordinary share capital of the Company

The International Stock Exchange of the United Kingdom and the Republic of Ireland Limited

the Public Offer and the Placing

180 pence per ordinary share

ordinary shares of 20 pence each of the capital of the Company

the placing by S.G.Warburg of 229,600,000 ordinary shares described in Part Five of the Prospectus, including the 57,400,000 ordinary shares which are subject to right of recall for the purposes of the Public Offer

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The International Stock Exchange of the United Kingdom and the Republic of Ireland Limited

COMPANY NEWS: UK

Arjo optimistic despite 24% decline to £122m

By Daniel Green

The paper industry has begun to recover after five years of decline, according to Arjo Wiggins Appleton, the Anglo-French paper manufacturer. In an optimistic statement yesterday, it said that paper prices had begun to rise in the last quarter of 1993 and remained firm this year.

However, the benefits of this recovery in prices and volume came too late to prevent a 24 per cent fall in pre-tax profits to £122.1m (£161.1m) in 1993.

Volume rose by 3 per cent and turnover by 4 per cent to £2.73bn. However, at constant 1993 average exchange rates, turnover fell 4 per cent implying an average fall in prices of 7 per cent.

The pre-tax figure was hurt by exceptional restructuring costs of £13.7m for the closure of a German pulp mill and a 25 per cent reduction in staff at a Spanish mill.

It was also hit by provisions for unrealised losses on foreign currency loans to its Portuguese

subsidiaries. Soporcil, this figure was £14.1m (£3m).

The effect of these was that operating profit, before exceptional items, was down just 5 per cent to £184.4m (£193m).

Earnings per share fell by 35 per cent to 7.5p (11.6p). The proposed final dividend is held at 3.8p making an unchanged 6.5p per year.

The dividend cover of 1.3 was a low in the current cycle, said Mr Alain Soulas, chief executive. The company's aim of maintaining a long-term cover in the 2 to 2.5 range.

Net borrowings rose slightly to £303.2m (£284.9m) with gearing at 25.7 per cent (23.6 per cent). Mr Soulas said that the strength of the balance sheet meant "we can grow by acquisition, especially in paper merchandising."

COMMENT

At first sight, Mr Soulas' optimism looks overdone. A few months of recovery seem scant compensation for years of falling sales and profits and a falling

zen dividend. But a business like Arjo's has huge operational gearing: when sales and prices recover, a lot of the gain falls straight through to the bottom line. The real question is whether the sales growth since the autumn has been much more than merchants restocking. Four years of falling prices meant that stocks were as low as possible on the grounds that they would be even cheaper the following month. But there are some good signs: real price rises and six months of better sales sounds like genuine demand. Even if there is a hiccup over the slow summer months, 1994's pre-tax profits should easily exceed 1993's and possibly stretch towards the £170m mark. That would be a long way short of the £260m achieved as recently as 1991 and would still leave the stock on a chunky prospective p/e in the upper 20s. But if recovery continues, that operational gearing should come to the rescue and push the p/e below the market average by 1996.

Gas move benefits British Borneo

By Peggy Hollinger

Greater exposure to the gas market helped British-Borneo, the exploration company, to offset the effects of a declining oil price and report a 14 per cent increase in net profits to £8.7m for the year to December 31.

Mr Alan Gaynor, managing director, said British-Borneo had had "a hell of a year. I think we have now come of age." The company increased its oil and gas revenues by 56 per cent to £28m.

Mr Gaynor said British-Borneo had maintained its exploration success rate of 40 per cent for the third consecutive year. It intended in the current year to step up investment in exploration, particularly in the US, from about £5m a year to up to £30m. The changes to the petroleum revenue tax introduced in the last budget had made the North Sea a less attractive option. Exploration costs were some four times higher as a result, Mr Gaynor said.

British-Borneo had doubled investment in the US to about \$20m in the year just ended, helping it to benefit from the 15 per cent increase in the average US gas price during the year. Part of the revenue improvement was due to becoming an operator, as opposed to being a bands-of-investor, for the first time, Mr Gaynor said.

British-Borneo was beginning to see opportunities to build up its oil assets in light of the weak price. Any acquisitions and investments would be funded through cash flow, Mr Gaynor said.

Income from the group's portfolio of oil and gas investments fell from £7.2m to £5.4m. However, the group realised some £4.5m from the portfolio which ended the year with a market value of £19.3m.

The dividend was maintained at 4.43p, for a steady total of 7.1p. Earnings rose from 16.95p to 19.33p.

Chieftain buy

Chieftain, the insulation and fireproofing group, has paid £250,000 for Blackett Charlton

assets of equal value to the venture, so there would be no compensating payments.

Mr Richard Oster, who has spent the past few years refocusing Cookson on its core businesses, including ceramics, accepted the proposed deal as "sort of a dream come true".

Mr Oster will be chairman of Cookson Matthey Ceramics, and Mr Clark chief executive.

JM and Cookson in ceramic link

By David Blackwell

Johnson Matthey, the precious metals group, and Cookson, the specialist industrial materials group, are planning to link their ceramic interests in a joint venture that would be number two in the world market.

The colour and print division of Johnson Matthey, which makes colours, stains and liquid precious metal preparations for the tableware, sanitary ware and glass industries, would be joined with Cookson's ceramic supplies and minerals division. This side makes colours and glazes for the tableware, sanitary ware and tile industries.

Both companies cater for different aspects of the world market, which Mr Chris Clark, managing director of Johnson Matthey, estimated as worth £1bn a year. The market leader is Ferro of the US, with more than 20 per cent.

Johnson Matthey's division made operating profits of £11.3m on sales of £103.3m in the year to the end of March

1993, when its net assets were £69.9m. Cookson's division made operating profits of £11.8m on sales of £135.6m in the year to end December, when net assets were £93m.

The joint venture, to be known as Cookson Matthey Ceramics, would be owned half and half and have up to 20 per cent of the world market. Both companies are transferring

profits of about £1m for 1993.

The directors stated that the book value of the assets purchased amount to £3.7m with no debts being assumed.

Up to £1m of the purchase price will be repaid if certain profit targets are not achieved within the first year.

According to management accounts the division made

Mount Edon again denied

Mount Edon Gold Mines has, for the third time been denied by the Australian courts in its opposition to the recommended takeover of Europa Minerals, the mining finance house in which it has a 19.9 per cent stake, by Burmire, an Australian company.

Mount Edon is trying to

Price as calculated determined for the purpose of the shareholders' meeting and the date of the shareholders' meeting	Price as calculated determined for the purpose of the shareholders' meeting and the date of the shareholders' meeting	Price as calculated determined for the purpose of the shareholders' meeting and the date of the shareholders' meeting	Price as calculated determined for the purpose of the shareholders' meeting and the date of the shareholders' meeting
1/2 hour	1/2 hour	1/2 hour	1/2 hour
0100	10.55	17.02	17.02
0105	11.52	18.93	17.67
0110	11.55	18.95	17.69
0115	11.56	18.96	17.70
0120	11.59	18.98	17.74
0125	11.60	18.99	17.75
0130	11.61	19.00	17.76
0135	11.62	19.01	17.77
0140	11.63	19.02	17.78
0145	11.64	19.03	17.79
0150	11.65	19.04	17.80
0155	11.66	19.05	17.81
0200	11.67	19.06	17.82
0205	11.68	19.07	17.83
0210	11.69	19.08	17.84
0215	11.70	19.09	17.85
0220	11.71	19.10	17.86
0225	11.72	19.11	17.87
0230	11.73	19.12	17.88
0235	11.74	19.13	17.89
0240	11.75	19.14	17.90
0245	11.76	19.15	17.91
0250	11.77	19.16	17.92
0255	11.78	19.17	17.93
0300	11.79	19.18	17.94
0305	11.80	19.19	17.95
0310	11.81	19.20	17.96
0315	11.82	19.21	17.97
0320	11.83	19.22	17.98
0325	11.84	19.23	17.99
0330	11.85	19.24	18.00
0335	11.86	19.25	18.01
0340	11.87	19.26	18.02
0345	11.88	19.27	18.03
0350	11.89	19.28	18.04
0355	11.90	19.29	18.05
0400	11.91	19.30	18.06
0405	11.92	19.31	18.07
0410	11.93	19.32	18.08
0415	11.94	19.33	18.09
0420	11.95	19.34	18.10
0425	11.96	19.35	18.11
0430	11.97	19.36	18.12
0435	11.98	19.37	18.13
0440	11.99	19.38	18.14
0445	12.00	19.39	18.15
0450	12.01	19.40	18.16
0455	12.02	19.41	18.17
0500	12.03	19.42	18.18
0505	12.04	19.43	18.19
0510	12.05	19.44	18.20
0515	12.06	19.45	18.21
0520	12.07	19.46	18.22
0525	12.08	19.47	18.23
0530	12.09	19.48	18.24
0535	12.10	19.49	18.25
0540	12.11	19.50	18.26
0545	12.12	19.51	18.27
0550	12.13	19.52	18.28
0555	12.14	19.53	18.29
0600	12.15	19.54	18.30
0605	12.16	19.55	18.31
0610	12.17	19.56	18.32
0615	12.18	19.57	18.33
0620	12.19	19.58	18.34
0625	12.20	19.59	18.35
0630	12.21	19.60	18.36
0635	12.22	19.61	18.37
0640	12.23	19.62	18.38
0645	12.24	19.63	18.39
0650	12.25	19.64	18.40
0655	12.26	19.65	18.41
0700	12.27	19.66	18.42
0705	12.28	19.67	18.43
0710	12.29	19.68	18.44
0715	12.30	19.69	18.45
0720	12.31	19.70	18.46
0725	12.32	19.71	18.47
0730	12.33	19.72	18.48
0735	12.34	19.73	18.49
0740	12.35	19.74	18.50
0745	12.36	19.75	18.51
0750	12.37	19.76	18.52
0755	12.38	19.77	18.53
0800	12.39	19.78	18.54
0805	12.40	19.79	18.55
0810	12.41	19.80	18.56
0815	12.42	19.81	18.57
0820	12.43	19.82	18.58
0825	12.44	19.83	18.59
0830	12.45	19.84	18.60
0835	12.46	19.85	18.61
0840	12.47	19.86	18.62
0845	12.48	19.87	18.63
0850	12.49	19.88	18.64
08			

COMPANY NEWS: UK

Courtaulds Textiles' flat £39m pleases City

By Tim Burt

Shares in Courtaulds Textiles climbed 5p to 588p after fears of a sharp fall in profits at the clothing and fabrics group failed to materialise.

The group, which three months ago saw its shares fall 10 per cent to 489p following a profits warning, yesterday reported flat pre-tax profits of £39.8m (£39.1m) for the year to December 31.

Although hit by volatile consumer demand and continued recession in continental Europe, turnover increased by 3.8 per cent to £923.1m (£889.6m) and operating profits rose marginally to £49.5m (£49.3m).

Expressing confidence in its future prospects, the group is proposing a final dividend of 9.5p (9.2p) to lift the total for the year to 14.2p (13.8p).

Earnings per share, however, fell from a restated 30.1p to 29.2p.

Mr Noel Jervis, chief executive, said the company would have reported increased pre-

tax profits had it not decided to abandon its policy of offsetting interest charges by taking a pension credit through the profit and loss account.

Last year the company reduced the pension credit – part of a surplus built up on the group's pension fund – to £1.8m (£4.8m) and warned of no further credit payments.

This led to a sharp increase in net interest payable to £4.2m (£1.8m) on unchanged year-end borrowings of £17.7m.

Of the group's five divisions, branded clothing suffered the sharpest decline as operating profits fell to £600,000 (£5.9m) despite increased turnover of £105.1m (£103.6m).

Mr Jervis blamed the downturn on operational problems at its Aristoc factory in the Midlands, which makes hosiery for retailers such as Marks and Spencer, and large stock write-downs at Georges Rech, its French underwear business.

The fabrics division saw profits fall to £19.9m (£22.1m) as margins in Europe were hit

Imry buys £118m property portfolio

By Vanessa Houlder, Property Correspondent

Imry Holdings, the property company taken over by Barclays, the clearing bank, in December 1992, has acquired a £117.9m property portfolio from Timberlaine, a subsidiary of General Accident.

The portfolio consists of 1.7m sq ft of space in the south-east of England, mainly in Hampshire and Surrey.

Imry said the deal gave it a portfolio of "scope and quality", which complemented its existing investment and trading portfolio. The deal was financed by debt provided by GE Capital and equity from its own resources.

General Accident said the deal gave it the opportunity to rationalise its overall property holdings and concentrate on new investment areas.

About 28 per cent of the portfolio is inlet, mostly in new buildings. About £5.9m of the purchase price relates to development sites, particularly in Southampton and Bristol. The portfolio consists of 42 per cent offices, 32 per cent industrial and warehouses and 24 per cent retail.

Barclay's involvement in Imry began in 1988 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Mr Tom Farmer, chairman, said UK sales and profit growth were achieved "against very demanding conditions". Operating profits increased 33 per cent to £18m on turnover up 9 per cent at £202m.

The group launched a cut-price tyre campaign in November aimed at boosting volumes and market share. As a result it claimed its share of the replacement tyre market jumped by four percentage points to 18 per cent and overall sales for the year grew by 10 per cent to £105.3m.

Exhaust sales grew by 4 per cent to £63.1m while revenues from the new nationwide brake fitting business grew by 40 per cent to £9.5m.

Overseas operations contributed £5.1m (£5m) to profits on turnover which increased by 19 per cent to £58.1m (£49m).

Net interest costs fell to £1.7m (£1.96m) and the group

ended the period with £20.7m (£100,000) of net cash.

COMMENT

Kwik-Fit's business is growing again, but the group faces an uphill struggle to get back to its peak profit performance.

Profits last year were helped by property sales, the recovery of the Dutch operations and cost reductions which will be difficult to repeat. The decision to go for volume and market share in the replacement tyre market means margins, which were already under pressure because of the shift in sales mix, will be lower. The move into the brake repair and replacement market could enable the group to make better use of its fixed cost base, but Kwik-Fit has yet to demonstrate that it can win a sizeable share of the market. Pre-tax profits this year should be about £23.5m, producing earnings of 9.6p. The shares are trading on a forward multiple of 17.4 and look fairly valued.

The conversion into ordinary shares will be on the basis of the relative net asset values. Warrants will also be issued on the basis of 1-for-5 new ordinary shares.

£121m restructuring costs hit UB

By Tony Jackson

United Biscuits' full year profits before exceptions were up 6 per cent to £181.8m, in what the company said was a year of progress. However, the figures were marred by reorganisation costs totalling £121.3m, and profit in UB's central business of UK biscuits and snacks.

The restructuring costs fall mostly on UB's troubled US subsidiary Keebler. Including provisions already announced of £11.2m for the closure of a snack plant at Raleigh, North Carolina, the total US cost will come to £22.5m.

In the UK and Europe costs will be £28.4m, of which £4m will be spent on closing a plant in Hungary and the rest chiefly on redundancies, especially in middle management.

Before exceptions, profits in UK biscuits were down 10 per cent at £83.8m, while UK snack profits were down 4 per cent at £24.4m. Biscuit profits overseas were up 10 per cent at £21.1m.

Snack profits in Europe were up 49 per cent at £12.8m, while snack profits in the Asia Pacific region, helped by last year's acquisition of Smith's in Australia, went from an £0.7m loss to a £1.5m profit.

Ross Young's, the UK frozen

United Biscuits

Source: United Biscuits



foods business, increased profits by 7 per cent to £30.4m.

At Keebler, profits before exceptions were up 51 per cent to £40.1m. In dollar terms, profits of \$64m were still well below the 1991 peak of \$120m.

Mr Eric Nicoll, chief executive, said Keebler's dollar profits were up 55 per cent in the second half.

Volume sales of biscuits in the US had fallen substantially last year, he said. However, studies UB had undertaken as

part of its rationalisation programme did not envisage volume falling further.

Group sales were up 10 per cent at £34.5m. Overseas sales were 55 per cent of the total, compared to 52 per cent the year before. Exceptional charges totalled \$85m, with the reorganisation costs partly offset by \$47.5m profits on disposals, chiefly the UK confectionery Terry's.

After reorganisation costs, pre-tax profit was down 28 per

cent at £116.7m. Earnings per share before exceptions were up 4 per cent at 24.2p. After exceptions, earnings were 12.8p, leaving an unchanged dividend of 15.3p for the year. Only 84 per cent covered. UB said its intention was to rebuild dividend cover in two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

Kwik-Fit advances by 49%

By Paul Taylor

Her. This included 125 in Holland and Belgium and 10 in Ireland.

Mr Tom Farmer, chairman, said UK sales and profit growth were achieved "against very demanding conditions". Operating profits increased 33 per cent to £18m on turnover up 9 per cent at £202m.

The group launched a cut-price tyre campaign in November aimed at boosting volumes and market share. As a result it claimed its share of the replacement tyre market jumped by four percentage points to 18 per cent and overall sales for the year grew by 10 per cent to £105.3m.

Exhaust sales grew by 4 per cent to £63.1m while revenues from the new nationwide brake fitting business grew by 40 per cent to £9.5m.

Operating profits advanced 51 per cent to £23.1m (£15.3m), reflecting the benefits of higher volumes and reductions in the underlying cost base.

At the year-end Kwik-Fit was operating through 626 retail centres, up from 510 a year earlier.

ended the period with £20.7m (£100,000) of net cash.

COMMENT

Kwik-Fit's business is growing again, but the group faces an uphill struggle to get back to its peak profit performance.

Profits last year were helped by property sales, the recovery of the Dutch operations and cost reductions which will be difficult to repeat. The decision to go for volume and market share in the replacement tyre market means margins, which were already under pressure because of the shift in sales mix, will be lower. The move into the brake repair and replacement market could enable the group to make better use of its fixed cost base, but Kwik-Fit has yet to demonstrate that it can win a sizeable share of the market. Pre-tax profits this year should be about £23.5m, producing earnings of 9.6p. The shares are trading on a forward multiple of 17.4 and look fairly valued.

The conversion into ordinary shares will be on the basis of the relative net asset values. Warrants will also be issued on the basis of 1-for-5 new ordinary shares.

Dublin broker fined over Greencore placing

By Tim Coone in Dublin

The London Stock Exchange has reprimanded and imposed a £115,000 (£144,000) fine on J&S Davy Stockbrokers, Dublin's largest firm of brokers.

The moves followed a protracted enquiry into the placing last April of the Irish government's 30.4 cent state stake in Greencore, the sugar, milling and malting group.

In a brief statement the London Stock Exchange said Davy's conduct in the placing was "in some respects, detrimental to the interests of the Stock Exchange".

It gave no further details of which rules it judged had been infringed by the Dublin firm.

The £680m placing came close to being a debacle when

it transpired that Davy had entered into a profit or loss sharing agreement with SG Warburg in London as a buyer of last resort for 10m of the shares in the six months to end November.

On the day of the placing, however, Davy unwound this arrangement and instead sold 7m of the shares to firms connected with Davy without informing the market.

Several large institutional investors then pulled out of the placing, and it was only rescinded when the Bank of Ireland, which owns 90 per cent of Davy, stepped in to buy 9.5m shares at a cost of £21m.

Trading in Greencore shares had to be suspended for several days following a ruling from the Irish stock exchange that the market was trading "on misleading information".

Pre-tax profits at Pochin's, the building, plant hire and property group, were halved from a restated £1.6m to £856,000 in the six months to end November.

However, Mr Nicholas Pochin, chairman, said that result was an advance on the second half of last year and that both profits and turnover for those 12 months had been "inflated by a large design and build project".

Mr Pochin, chairman, said he thought "a fragile recovery" in the industry had started. He added that although there was no consistent pattern, Pochin's had recently been more successful in gaining work and the forward order book was "reasonable".

Earnings per share were cut to 55.2p (11.5p) but the interim dividend is held at 8p. Turnover

over on continuing activities fell to £15.3m (£24.4m) – all the corresponding figures are restated and there was a £38.6m (nil) contribution from acquisitions.

At the operating level, there were losses of £2,000 (profits £299,000). Other income edged ahead to £1m (£239,000) and interest payable eased to £168,000 (£224,000).

Vodafone placing

Vodafone, the cellular phone operator, said its acquisition of one-third of the issued share capital of General Mobile Communications from Compagnie Générale des Télécommunications was being satisfied entirely by a placing of 5.9m new ordinary 5p Vodafone shares at 56.4p apiece – raising about £33m.

Asian Capital Markets

London, 28 & 29 April 1994

The rapid growth of Asia's economies has caught the attention of investors worldwide. This in turn is creating a demand for deeper knowledge about individual markets, the economic and political factors driving their growth, as well as the practical ways the markets can be accessed and managed.

This two-day meeting will bring together a distinguished panel of speakers to assess the crucial issues relating to capital market investments in the region.

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Asian Development Bank

Mr Francis Leung
Peregrine Investments Holdings Limited

Dr Mark Mobius
Templeton Investment Management (Hong Kong) Ltd

Mr Shijuro Ogata
Yamaichi Securities Co Ltd

Dr Arnab Banerji
Foreign and Colonial Emerging Markets Limited

Mr Edward Kim
Korea Development Securities Co, Ltd

Mr Meocre Li
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Dairy Farm

Highlights 1993

A Year of Expansion

- Profit after taxation + 11%
- Earnings per ordinary share + 4%
- Dividends per ordinary share + 5%

After a further year of investment in Asia, Australasia and Europe, the Group, including associates, now has:

- Sales of US\$9.6 billion
- 2,440 retail outlets
- 80,000 employees

"With its extensive experience in discount food retailing, the Company is well placed to retain its leadership in the markets which it serves. In 1994, Dairy Farm's focus will be on the development of its existing businesses and the search for expansion opportunities into new markets, particularly in the Asia-Pacific Region."

Simon Keswick, Chairman
17th March 1994

1993 RESULTS

	Year ended 31st December
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COMPANY NEWS: UK

Attwoods falls to £9m as German recession bites

By Peggy Hollinger and
Bernard Simon in Toronto

Attwoods, the UK waste management company, yesterday announced a sharper than expected 53 per cent decline in interim pre-tax profits from £19.3m to £8.8m as the effects of severe recession in Germany began to bite.

The company also said it was planning to strengthen its board with three non-executive appointments. The first would be Mr Mark Radcliffe, a director of the London Stock Exchange. The others would be named soon, Lord Lane of Horrell, chairman, said.

Laidlaw, the Canadian group which owns 35 per cent of Attwoods and has three directors on the board, yesterday reaffirmed its commitment to the UK company. Mr Jim Bullock, Laidlaw's chief executive, said he did not intend to maintain the status quo with Attwoods in the long term. But, "we are not in any way poised to sell our position," he added.

Attwoods, meanwhile, stressed the rest of the year would be difficult. Mr Ken Foreman, chief executive, said full-year profits were expected to be lower after a series of one-off charges.

Mr Foreman was more opti-



Ken Foreman: one-off charges would affect full-year result

istic about 1995 however. "I believe real growth will show through then," he said. There were signs of an improvement in the UK, with landfill prices expected to firm after the introduction of environmental taxes.

Pre-tax profits for the six months to January 31 were hit by the final £2.7m exceptional costs of settling protracted litigation in the US. The previous year had also been blighted by some £5m in currency gains. At the operating level, excluding litigation costs, profits were 12 per cent lower at £16.2m. Sales were 9 per cent

higher at £178.4m.

The UK returned the best performance, with a 39 per cent increase in operating profits to £2m on sales 17 per cent ahead to £30.4m. Mainland Europe suffered from the sharp downturn in Germany, and operating profits fell by 40 per cent from DM413.2m to DM7.5m (£3.07m), on sales 4 per cent lower at DM51.4m.

US profits, which suffered from losses in the medical waste operation as a result of price pressure, fell from \$21.2m to \$13.8m (£9.4m) on sales 20 per cent lower at \$17.6m.

The dividend is held at 1.75p. Earnings fell from 5.27p to 1.97p per share.

COMMENT

Attwoods shares are likely to be overshadowed by Laidlaw's future intentions, the problems in Germany and exposure to very mature markets. While the good news is that significant progress has been made on improving the balance sheet, and prices are firming in the UK, doubts remain about margins in other parts of the world. Forecasts were downgraded from about £30m to about £23m after a disappointing second quarter. This puts the shares on a prospective p/e of about 22, which looks fully valued.

Purchases help Baynes rise 48%

By Tim Burt

Contributions from acquisitions helped Charles Baynes, the distribution and specialist engineering business, lift 1993 pre-tax profits by 48 per cent.

The group, which spent £48m on purchases during the year, dominated by Buck & Hickman, the industrial tools distributor acquired for £23m last autumn, said contributions from these acquisitions pushed profits up from £5.6m to £8.2m.

Sales advanced to £91.2m (£70.3m), including £27.1m from acquisitions. The comparative figure included £5.6m from discontinued activities. Continuing activities rose 41 per cent.

Acquisitions provided £2.56m of operating profits of £7.9m (£4.1m). Profits from underlying businesses moved ahead 34 per cent to £5.4m, despite a 1 per cent fall in turnover.

Earnings per share increased to 3.71p (2.89p), while a proposed final dividend of 1.075p (0.5p) takes the total to 1.65p (1.425p).

Welcoming the figures, Mr John Perkins, finance director, said the group had defied flat markets in the UK and continental Europe and increased operating margins by embarking on a cost-cutting programme.

Aerospace engineering suffered the brunt of the rationalisation as the workforce was cut by 25 per cent to 430 after six plants acquired from Cookson Group were merged on one site.

"The aerospace business remains poor and we do not envisage a substantial pick up before 1996," according to Mr Perkins, who predicted further rationalisation in the valves and packaging sectors.

He also hinted at fresh acquisitions, which would be financed from cash reserves or debt rather than new equity.

COMMENT

At the halfway stage the shares lost a quarter of their value when the company reported pre-tax profits of only £210,000, 73 per cent lower than the £735,000 recorded the previous year.

Turnover for the half year was £13.1m.

LBMS develops large scale and expensive computer software which makes it easier for computer specialists to write programmes.

The company now derives more than half its turnover from the US, where LBMS is growing at an average of 50 per cent a year.

The company said that a reorganisation had been put in place, including the resignation in December of the director responsible for operations and a reduction of £2m in operating costs, but improved results from the UK business could not be expected before next year.

Learmonth & Burchett's shares fall on warning

By Alan Cane

Shares in Learmonth & Burchett Management Systems, the USM-listed computing services company, fell by 31 per cent from 140p to 96p on a warning that profits for the year to April 30 were likely to be well below expectations.

The company also said it was unlikely to pay a final dividend.

At the halfway stage, Mr Rainer Burchett, chairman, had indicated pre-tax profits for the full year of about £1.8m.

The source of the company's problems is poor trading in the

Stake sale boosts Cairn to £2.3m

The placing of a minority stake in a US offshoot enabled Cairn Energy, the oil and gas explorer and producer, to report pre-tax profits up from £281,000 to £2.3m in 1993.

The £3.65m surplus made up for a write-down of oil and gas assets totalling £2.65m. Results were also helped by the acquisition of Ferodo Petroleum in May and a firm US gas market.

However, Mr Norman Lessels, chairman, warned that if the current low oil prices were maintained 1994 cash flow and profits would be adversely affected.

Group turnover was up from £13.1m to £18.2m. Earnings per share were 3.52p (3.02p).

During the year the group sold its interest in the Baffin Moors UK onshore gas field and an onshore New Zealand oilfield for a total of £1.9m.

Oliver takes first step on road to recovery

By Gary Evans

Oliver Group, the multiple shoe retailer, has marked the first stage of its recovery programme with a return to the black in the year ended January 1994.

Following its exit from non-core activities, the group turned in a pre-tax profit of £244,000, compared with a restated £20.87m loss previously. The shares rose 4p to 48p yesterday.

Sales in the year fell by 10 per cent to £73.6m, largely reflecting an average of 73 fewer branches than last time. However, on a like-for-like basis sales growth was 5.7 per cent, which Mr Denis Cassidy, chairman, said "represents a promising step forward."

Mr Cassidy said this year had started well with sales in the first 10 weeks ahead of last year on a like-for-like basis and

in line with expectations.

At the trading level, the profit was £1.12m (£1.26m loss) before a £495,000 surcharge on disposal of properties. There was also a £277,000 charge this time for closure costs, which mainly comprised a £261,000 goodwill write-off on the Brick Studio business.

Net interest was halved to £1.03m, helped by falling interest rates, a £2.85m increase in cash and a £2.7m fall in bank borrowings. Gearing was reduced to 58 per cent (73.1 per cent).

Earnings per share were 1.49p (82.09p losses). Again no dividend has been paid since 1991.

Mr Cassidy said major improvements in children's footwear ranges had produced impressive gains in 1993. "We intend to push home this advantage in 1994," he added.

By Gillian O'Connor,
Personal Finance Editor

A conversion issue by Templeton Emerging Markets Investment Trust is to raise up to £140m in a placing and offer of up to 140m C shares. Conversion will take place once the assets relating to the C shares are 50 per cent invested or on September 16 1994, whichever is the earlier.

The institutional placing, through Smith New Court, will account for 105m of the new shares, and the remaining 35m will be available to existing investors and the public. Templeton, with total assets of about £391m is already the largest

Folding of the brewing umbrella

Regionals lose the protection of Whitbread. Tony Jackson reports

On Thursday of last week with little fuss, one of British brewing's historic institutions was abolished when Whitbread, one of the giants of the industry, sold £225m-worth of shares in eight smaller brewers.

Thus ended the so-called "Whitbread umbrella", whereby for 40 years Whitbread had held strategic stakes in local brewers to protect them from takeover by their bigger rivals.

The obvious question now arises: given that protection was necessary in the first place, are the regional brewers being thrown to the wolves?

Not necessarily. In many industries, size means everything. In UK brewing, there is evidence that middle-sized companies these days can not only hold their own against the giants, but can actually gain ground.

It can be simply illustrated by combining the results of a dozen regional brewers* and comparing them with Britain's biggest brewer and publican, Bass.

Last year, the regional sample had combined sales of £1.5m and operating profits of £25.6m, a margin of 14 per cent.

Bass's brewing and pub divisions had combined sales of £2.3m and profits of £26.1m, a margin of 16 per cent. Scale economies, it seems, are worth something in UK brewing: but not much.

Look at the best performers in the regional group, and the balance tilts the other way. Morland, the Oxfordshire brewer, had a margin last year of 23 per cent. Over the past five years, its sales have grown by an average 19 per cent a year, while its earnings per share are up 11 per cent over the period. Greene King, based in East Anglia, has margins of 19 per cent and average sales growth of 7 per cent. Bass as a group raised its sales by 2.5 per

cent a year over the period, while its earnings fell by nearly a third.

In one sense, Bass could argue that its poor performance is the result of enemy action. Since 1988, when the government took steps against the industry on competition grounds, there has been a celling on the number of licensed premises the big brewers can own. Not only are groups like Bass and Whitbread barred from increasing their pub estates in compliance with the Beer Orders (as the legislation is known) they had to get rid of pubs and take large restructuring charges against profits.

In fact, the Beer Orders are less of a constraint than they appear. They limit only the number of pubs the big brewers can own. Bass, like many of its smaller competitors, has little desire to increase the number of its pubs. This is because the tied house system has left the brewers with a long tail of small, unprofitable tenanted pubs whose sole purpose is to mop up the last of the brewery's output. The big or middle-sized brewers want to get rid of those pubs and acquire bigger, more profitable managed pubs instead.

More fundamentally, the big brewers face the problem that in some parts of their business, size can be a positive disadvantage.

It is, of course, more economic to produce beer in huge, modern breweries, and to promote national brands through the national media. But distribution is another matter. Very often, the local brewer has all his pubs within a few miles of the brewery, and for a product consisting almost wholly of water, most of whose retail price goes to the government, this is an important advantage.

As for the pubs themselves, a crucial drawback for the big brewers is that they have

failed to introduce branding into their outlets.

Retail chains like Boots or Marks and Spencer can use a standard national format to drive smaller rivals out of business. For the big brewers, the reverse can be the case. Watneys, for instance, now jointly owned by Grand Metropolitan and Fosters, has in recent years expanded its name from many of its pub frontages, pre-fitting modest anonymity.

The result of this can be a reverse economy of scale. Run one pub, and you make a given profit. Run fifty, and you have to hire an accountant, a buyer, a property expert and security staff. Quite possibly, none of those pubs will be more inherently profitable than the one you started with. If so, the extra overhead is a dead loss.

So what shape will the industry take, now that Whitbread has taken its umbrella away?

Brokers' analysts, who are

perhaps interested parties, argue for a degree of concentration. But, they agree, it will take a limited form. Rather

than the big brewers snapping up the smaller, the medium-sized brewers will snap up the smallest. This may take time, since many of the smallest are protected by family holdings or restricted voting structures.

The point is, however, that the middle-sized brewers from which Whitbread withdrew its protection last week are mostly able to take care of themselves.

Companies such as Morland, Greene King, Marston and Wolverhampton & Dudley have developed varied and successful strategies to cope with the changing world of UK brewing.

In stock market terms, all stand on higher multiples and lower yields than the industry leaders. For the big brewers, the Beer Orders are a handy excuse for not snapping up their smaller rivals. In truth, they might be pushed to afford them.

*Boddington, Devonish, Eldridge Pope, Fullers, Greenall, Greene King, Mansfield, Marston, Morland, Vaux, Wolverhampton & Dudley, Youngs.

Dawsongroup advances 67% to £7.9m

By David Blackwell

Dawsongroup, the Milton Keynes-based commercial vehicle hire and distribution company, lifted pre-tax profits by 67 per cent for the year ended December 31.

Mr Peter Dawson, the executive chairman who holds almost 65 per cent of the shares, said that the performance proved that the company had pursued the right strategy through the recession.

Profits were up from £4.75m to £7.92m.

Turnover grew by 14 per cent from £46.7m to £53.3m, and operating margins rose from 19.2 per cent to 24.2 per cent.

Earnings per share rose from 10.4p to 17.3p. A final dividend of 10.45p is proposed, giving a total of 14.5p (3p).

Mr Dawson, who today resigns as executive chairman to become chairman and

managing director of a new Dutch division, said the group was continuing to make progress to broaden its customer base.

The group has two main divisions - truck and trailer rentals and a large Volvo truck dealership.

The rentals division's profits before tax were 77 per cent ahead from £421m to £745m on turnover up 8 per cent at £36.6m (£34m).

Mr Michael Williams, who took over as chief executive in November, said the key factor in the rentals division performance had been the utilisation and hire rates on short-term rentals for both trucks and trailers.

The average short-term truck fleet was 11 per cent down, while utilisation was 4 percentage points ahead at 76 per cent.

The average short-term trailer fleet was 14 per cent ahead, with utilisation maintained at 83 per cent.

The size of the contract hire fleet, which contributes 40 per cent of revenue, had been maintained. In contrast, the portable cold store fleet grew by 40 per cent and doubled turnover to £2m.

Pre-tax profits for the commercial vehicles division fell from £53.4m to £47.5m on turnover sharply up from £23m to £35.3m.

Mr Dawson said he expected to see continued growth in the coming year. The two-week old international division, which he is heading will operate in the cold store and trailer markets, and hopes to have 25 units in each market by the year end.

See People

Sanderson Bramall lifted by acquisitions to £3.8m

Bolstered by acquisitions, profits of the Sanderson Bramall Motor Group advanced from £1.41m to £3.77m pre-tax.

Turnover surged from £106.8m to £223.6m. The 160 companies acquired, last July and partly financed by a £17m rights issue, contributed £39m to turnover and £1.41m to profit.

In all, acquisitions added £103m to turnover and £2.12m to profits.

Daewoo Heavy Industries Ltd.

US\$ 40,000,

COMPANY NEWS: UK

Survey points to an increase in takeover and merger activity over the next 12 months

Eyes focus on the construction industry

By Andrew Taylor,
Construction Correspondent

More than a fifth of contractors and building material companies expect to be involved in acquisitions, mergers or joint ventures during the next 12 months, according to an industry survey published today in *New Builder* magazine.

The survey asked managing directors and chief executives of 180 companies about their intentions on staffing, merger activity and financing over the next year. It included most of the 20 largest contractors and building mate-

rial suppliers in the UK. Twenty-nine per cent of contractors, 20 per cent of building material companies and 27 per cent of housebuilders expected to be involved in mergers, joint ventures or acquisitions.

Takeover activity is expected to rise sharply as the industry moves out of recession and companies move to widen skills, increase their market share and reduce capacity in the sector by purchasing financially weaker rivals.

Travis Perkins, the builders' merchant, yesterday announced the purchase for £41.8m of the building mer-

chants' interests of AAB — increasing by more than a quarter the number of outlets it operates from.

Taylor Woodrow, the large construction and property group, last month paid £30.8m to buy Heron's housebuilding operations. Chief executives of Wimpey, the contractor and housebuilder, Rugby, the cement group, and Marley, the building materials company, announcing annual results this week, signalled that they are also prepared to make acquisitions — taking advantage of improved balance sheets and better trading conditions in the UK and US.

Housebuilders such as Beazer, Persimmon, Redrow and Wainwrights — similarly involved in share issues — total more than £700m — have also not ruled out acquisitions as a means of increasing their land holdings. Rationalisation of the brick industry is long overdue with companies like Dansk Johnsen, which has struggled during the recession, a potential candidate for takeover or merger.

Builders' merchants are expected to be particularly aggressive following the £210m float announced recently by Graham Group, currently part of BTR, the industrial conglomerate.

Travis expands as profits double to £20.5m

Travis Perkins is paying £41.8m to acquire the builders' merchants division of AAB, the pharmaceuticals and distribution company, writes Andrew Taylor.

Mr Tony Travis, chairman, said the purchase would put the company — the UK's fifth largest builders' merchant — on a par with Harcros and Jessops, the second and third biggest builders' merchants behind market leader Wolseley.

The group also announced more than doubled pre-tax profits of £20.5m (£10m) for 1993 on a turnover 14.6 per cent ahead at £347.7m. Earnings jumped to 13p (6.7p) and a

maintained final dividend of 5.5p makes an 8p (same) total.

Travis Perkins, which operates mainly in southern England and the south Midlands, currently owns 166 branches. It will be acquiring a further 46 outlets, many of which are in northern England and also in Scotland.

Wolseley, the world's biggest supplier of heating and plumbing equipment, operates from more than 600 branches. Rival bidders for the AAB business are thought to have included Wolseley, Meyer, CRH and

Mr Travis said the merchants had benefited from cost cutting in previous years as

volume sales increased by about 11 per cent last year, of which only 3.4 per cent was due to previous acquisitions. Prices had also risen by about 3.4 per cent.

This had enabled the merchants to increase net margins from 3.2 per cent to 5.7 per cent. Travis Perkins sells a broader mix of products than AAB, which concentrates on lower margin heavy goods such as bricks and blocks.

The builders' merchants business of AAB by comparison generated net margins of about 3 per cent on sales of £78.3m and pre-tax profits of £2.1m in the year March 31 1993. Profits are thought to

have increased to about £2.4m in the current year on similar sales.

The purchase price could be adjusted by up to £5m depending on an audited value of net assets.

AAB, which is also negotiating the sale of its Yorkshire Brick subsidiary, said the purchase price represented an exit p/e of 29.4 on 1993 profits. It said the sale would increase AAB earnings for the year to March 31 1994 above market expectations.

Following the purchase, Travis will be left with borrowings of about £23m compared with cash of £11.7m at the end of last year.

COMMENT The purchase price is not cheap even on an exit p/e of 24 on 1993-94 profits. Nonetheless, there is plenty of potential for margin recovery and cost savings and the management should be supported. The acquisition not only gives critical mass in terms of purchasing power but also improves the regional spread of the business — only five outlets out of 200 are likely to close because of overlap. Profits could reach £27m-£28m this year rising to £36m-£38m in 1995. Worth having in your portfolio in a sector which looks becoming increasingly aggressive.

Assets rose over the 12 months by 13 per cent to more

NEWS DIGEST

Edmond hit by higher provision

An increased provision of £1.65m against land holdings left Edmond Holdings, the Northampton-based housebuilder, with higher pre-tax losses of £1.89m for the 1993 year on turnover lower at £11m.

The comparative figures showed land provisions of £322,000 and pre-tax losses of £1.5m on turnover of £12.6m.

Mr Andrew Nash, chairman, said the second half had seen an improvement for the first time in five years, resulting in a profit for the period of £61,000 before provisions and tax.

The company said that in view of the better trading and its underlying strength it was proposing to maintain the final dividend at 0.15p for a total of 0.3p (0.5p). Losses per share were 3.1p (1.5p).

Ernest Green falls to £20,700

Profits of Ernest Green and Partners Holdings, the USM-traded structural, civil and environment engineering consultancy, declined from £302,000 to £207,000 pre-tax for the year ended December 31.

Turnover was virtually static at £3.6m (£3.6m). The share of profits of the associate rose to £119,000 (£23,000), while interest receivable slipped to £83,000 (£135,000).

Earnings fell 1p to 1.8p, but the interim dividend is being maintained at 2.75p.

Directors said the order book was improving and the group remained financially strong.

Rosebys rises 20% to £2.81m

Rosebys, the curtain and linen stores group, returned pre-tax profits of £2.81m for 1993, an

improvement of 20 per cent over the previous year's £2.34m.

The advance, which included £220,000 from lease disposals, was achieved against a background of "patchy" trading conditions that was scored from a turnover 8.6 per cent ahead at 48.85m.

Earnings emerged at 9.6p (8p) and a final dividend of 3.25p makes a 4.65p (3.6p) total.

Rosebys was floated by Catie's in 1992 to raise additional capital.

Cortecs reduces interim losses

Cortecs International, the pharmaceuticals company which has announced plans to raise £15m through a London flotation, yesterday reported slightly reduced interim losses.

Net losses were cut from £4.22m to £4.24m (£2.08m) in the six months to December 31, on sales of £85.4m (£85.1m). Losses per share were unchanged at 5.6 cents.

The company, incorporated in Australia, but with research, development, manufacturing and sales in the UK, already has an Australian listing.

Recovery continues at S Daniels

S Daniels, supplier to food manufacturing and baking industries, continued its recovery in 1993 with profits of £63,000 pre-tax compared with losses of £64,000.

Mr Paul Daniels, chairman, said although the profit was modest and "far from our future aspirations" the year saw a big investment in people and projects designed to improve future results.

Sales rose 14 per cent to £36.7m (£32.3m). Earnings per share were 0.6p (0.5p losses). The proposed single final dividend is 0.3p (0.25p).

The balance sheet remained ungauged for most of the year and showed net bank balances and cash at a seasonal peak of £1.1m at the year end.

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Size: 82mm x 110mm x 5mm. **code JC**

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Size: 320mm x 254mm x 32mm. **code CFL**

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FINANCIAL TIMES FRIDAY MARCH 18 1994

Lower debt provisions help Birmingham Midshires

By Alison Smith

Birmingham Midshires Building Society announced a two-third rise in 1993 pre-tax profits to £39.7m, compared with £23.9m, helped by a fall in provisions for bad and doubtful debts.

The society, the UK's 12th largest, cut its provisions from £35m to £22.3m. Mr Mike Jackson, chief executive, said that the society had acted earlier than some others in making provision and in taking action to deal with arrears. He expected provisions to fall, though at a slower rate because of the investments the society was undertaking.

Birmingham Midshires is spending some £20m in a new building and is also investing in changing its core computer systems.

Mr Jackson said that the society was "in growth mode" and set as its priority the

development of new products for its customers such as current accounts and offshore operations.

The society has stepped back from some of the activities into which it diversified a few years ago. It has sold its commercial insurance broker, stopped offering to process mortgages for third parties, and has a reduced estate agency business of some 22 branches compared with the 71 it had in 1990.

Birmingham Midshires attracted net retail funds of £251m in 1993, in which its postal accounts were an important element. Wholesale funding was 21.7 per cent of total shares and deposits.

Jupiter Tyndall advances 65%

By Nigel Clark

A substantial increase in the profits of the fund management division were behind the 65 per cent increase in 1993 pre-tax at Jupiter Tyndall Group.

Mr John Duffield, chairman, said that there had been a good start to the present year, with a further substantial rise in the fund management activities.

The shares rose by 18p to 279p.

On turnover up 33 per cent to £19.3m (£14.5m), profits were £9.4m (£5.7m). Earnings per share were 22.1p (13.6p) and an increased final divi-

idend of 7p is proposed for a total of 11p (7.5p). An enhanced scrip issue alternative is also planned at a level 50 per cent higher than the cash payment.

Fund management profits advanced 68 per cent to £6.69m with rises from pension funds, investment trusts, offshore funds and the company's Hong Kong office. The banking side fell slightly to £3.15m.

As a result of the growth in fund management the split between Jupiter's two activities had changed from 53 per cent for fund management to 47 per cent for banking in 1992 to 68.32 over 1993.

The FT Billfold Wallet



Size: 110mm x 95mm x 11mm. **code BFW**



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COMMODITIES AND AGRICULTURE

Close vote expected on Nymex/Comex merger

By Laurie Morse
in Boca Raton

Members of the New York Mercantile Exchange and the big New York metals market, Comex, will vote 25 April on a proposal to merge the two futures exchanges, pending final approval of the merger prospectus by both exchange boards of directors next Monday.

The merger, which has been

under discussion for a year, would make the Comex a subsidiary of the Nymex and give members of each exchange some overlapping trading rights.

Nymex has offered \$50m for the smaller exchange, and has projected about \$8m of cost savings each year as a result of combining the two administrations. The two exchanges already share trading space in New York's World Trade Cen-

tre. Both are seeking to expand elsewhere in New York.

The plan to merge the two exchanges has been controversial from the start, and a Nymex official this week gave it only a 60-40 chance of gaining membership approval. Mr Daniel Rappaport, Nymex chairman, noted that for the initiative to pass at the Comex, it must earn the approval of two thirds of the membership, adding: "We all know that get-

ting a two-thirds affirmative vote on anything at the exchanges is nearly unheard of."

At the Nymex the proposal needs 50 per cent of the vote to pass.

A law suit filed last month by a group of options traders at the Comex will complicate the transaction, Mr Rappaport said. The options traders, who have minority membership rights at the metals exchange, are suing to share in the \$50m distribution should the merger be approved.

"The suit introduces a level of uncertainty about how much each Comex member would receive in the event of a merger," he said. "This potentially could tip the scale" against the plan. He said that while the Nymex is named in the suit, it is the Comex that must resolve the options traders' complaint.

ANC takes the heat out of mining policy debate

Chest-thumping has given place to level-headed discussions, writes Matthew Curtin

After an inauspicious start in January, the African National Congress and the South African mining industry have stopped chest-thumping and begun what seem to be level-headed discussions about the country's future mining and mineral policy.

The ANC wants the establishment of a new forum to include government, labour and a wider representation of the industry than the Chamber of Mines - made up of the leading mining houses but not foreign companies like RITZ and Shell. Joint technical committees are already tackling issues

such as mineral rights, the environment, and safety, while the ANC has instructed its newly-established Minerals and Energy Policy Centre to draw up a small-mining policy.

These developments stand in stark contrast to the stormy briefing in late January when the ANC presented its draft policy to the industry. Mining executives vented their spleen at what they understood to be plans for the nationalisation of mineral rights and state intervention in minerals marketing.

In reality, the ANC talks only of the "reversion" of mineral rights to the state and the creation of a state minerals

marketing auditor, although Mr Paul Jourdan, co-ordinator of mineral and energy policy, has done much to clarify its position after the furor. The latest draft stresses the importance of consultation with industry and calls for estimates of extra revenue that might be raised by the "national marketing" of minerals.

Mr Jourdan stresses that the ANC intends only to bring the country's mineral rights regime in line with public ownership that exists in some US states, Canada and Australia, and that has to be negotiated.

Confusion about minerals marketing stemmed from a proposal for a state marketing corporation put forward by the Macro-Economic Research Group, a left-wing ANC-aligned think-tank, which never made it to draft policy, while the ANC was unaware that the South African Reserve Bank already monitored mineral exports daily.

Mr Nick Segal, economics spokesman for the chamber, says the two parties can now focus on the central issue:

"The maintenance of a healthy mining industry which includes more players than in the past". The chamber emphasises how precarious the mining business can be with employment on gold and coal mines having declined from more than 600,000 to 350,000 between 1989 and 1993, and the sector's contribution to gross domestic product shrunk from more than 16 per cent in 1989 to less than 10 per cent in 1992.

The mines have worked hard to stay in business, investing \$2bn (US\$1.4bn) in new projects in the past decade, improving productivity, and building a more constructive relationship with labour. The chamber says a sound future will depend on a stable economic and fiscal environment aimed at supporting existing mines and encouraging new investment.

In general, the ANC finds little fault with the chamber's analysis and has come to appreciate that the country's huge mineral wealth is a mixed blessing in some ways. The rigours of the global mining business are such that undisciplined exploitation of the lion's share of world chrome, platinum, and vanadium reserves that South Africa has seen commodity prices tumble and bring the industry to its knees.

However, a sense of injustice pervades ANC thinking on an industry that it sees as dominated for too long by a small clique of white-owned corporations. If mining, which still contributes nearly three quarters of foreign exchange earnings, is to provide the backbone of reconstruction and development, which Mr Jourdan believes it can, the industry will need new sticks and carrots to take up the challenge.

Some traders said positive chart patterns now heralded further gains, initially targeting \$1,400 a tonne and some even talking of \$1,500.

COCOA had a quiet day, ending mostly lower despite a firm start.

Compiled from Reuter

MARKET REPORT

Aluminium hits fresh highs

ALUMINIUM prices finished close to 18-month highs at the London Metal Exchange. Dealers said the market took advantage of a constructive technical picture and recent strength in copper to break through resistance at \$1,330 a tonne for three months delivery.

COPPER initially extended this week's upward move and the three months price traded up to an 8½-month high of \$1,981 a tonne before running into heavy overhead sales. By the close it was showing a loss of \$8 on the day at \$1,982.

London Commodity Exchange COFFEE futures

closed with strong gains after opening at the highest levels since the dollar contract started three years ago. The May position opened \$19 higher at \$1,330 and quickly put on another \$10 as the market sucked in a further surge of investment fund and trade buying.

Some traders said positive chart patterns now heralded further gains, initially targeting \$1,400 a tonne and some even talking of \$1,500.

COCOA had a quiet day, ending mostly lower despite a firm start.

Compiled from Reuter

COMMODITIES PRICES

BASE METALS

(Prices from Amalgamated Metal Trading)

■ ALUMINUM, 99.7 PURITY (\$ per tonne)

Close 1314.5 1338.9
Previous 1321.2 1314.5-15.0
High/low 1343/1334
AM Official 1313.5-5 1335-5
Kerb close 1336.9
Open int. 264.773
Total daily turnover 72,233

■ LEAD (\$ per tonne)

Close 482.3 476.7
Previous 498.4 472.5
High/low 488.5 472.5
AM Official 483.5-3.0 483.5-3.5
Kerb close 474.5
Open int. 4,454
Total daily turnover 631

■ NICKEL (\$ per tonne)

Close 571.20 577.60
Previous 555.65 562.30
High/low 582.00/570.00
AM Official 569.9-700 576.4-8
Kerb close 577.5-80
Open int. 49.261
Total daily turnover 14,238

■ TIN (\$ per tonne)

Close 561.20 566.70
Previous 543.40 548.50
High/low 560.00/550.00
AM Official 550.0-5 550.0-5
Kerb close 564.5-5
Open int. 19.165
Total daily turnover 4,635

■ COPPER, special high grade (\$ per tonne)

Close 943.4 962.3
Previous 921.2 950.1
High/low 968.9 959.1
AM Official 948-8.5 966.5-7
Kerb close 964.5-5
Open int. 106,423
Total daily turnover 15,423

■ CRUDE OIL NYMEX (\$ per barrel)

Close 1966.7 1966.8
Previous 1943.5 1959.7
High/low 1890/1959 1966/1954
AM Official 1959.5-6.0 1967.5-6.0
Kerb close 1962.3
Open int. 207,308
Total daily turnover 92,510

■ LME Crude Oil Official (\$ per barrel)

Close 1,487.00 1,487.73
Previous 1,486.30 1,487.00
High/low 1,486.00/1,487.00
AM Official 1,486.00 1,487.00
Kerb close 1,487.00
Open int. 1,487.00
Total daily turnover 1,484.44

■ HIGH GRADE COPPER (COMEX)

Close 385.70-386.10
Previous 385.40-386.20
High/low 385.60-386.20
AM Official 385.40-386.20
Kerb close 386.00-386.20
Open int. 385.40-386.20
Total daily turnover 1,484.44

Precious Metals continued

■ GOLD COMEX (100 Troy oz; \$/troy oz)

Close 382.4 384.5
Previous 380.5 384.4
High/low 384.1 384.5
AM Official 381.2 384.5-15.0
Kerb close 383.5 384.5
Open int. 384.5
Total daily turnover 24,002

■ PLATINUM NYMEX (50 Troy oz; \$/troy oz)

Close 398.5 403.0
Previous 396.0 401.0
High/low 402.0 403.0
AM Official 401.2 402.0-5
Kerb close 402.0 403.0
Open int. 401.2
Total daily turnover 22,916

■ PALLADIUM NYMEX (100 Troy oz; \$/troy oz)

Close 133.5 134.0
Previous 133.5 134.0
High/low 133.5 134.0
AM Official 133.5 134.0-5
Kerb close 133.5 134.0
Open int. 133.5
Total daily turnover 1,404.2

■ NICKEL (\$ per tonne)

Close 571.20 577.60
Previous 555.65 562.30
High/low 582.00/570.00
AM Official 569.9-700 576.4-8
Kerb close 577.5-80
Open int. 49.261
Total daily turnover 14,238

■ TIN (\$ per tonne)

Close 561.20 566.70
Previous 543.40 548.50
High/low 560.00/550.00
AM Official 550.0-5 550.0-5
Kerb close 564.5-5
Open int. 19.165
Total daily turnover 4,635

■ COPPER, grade A (per tonne)

Close 943.4 962.3
Previous 921.2 950.1
High/low 968.9 959.1
AM Official 948-8.5 966.5-7
Kerb close 964.5-5
Open int. 106,423
Total daily turnover 92,510

■ LME Copper A (per tonne)

Close 1,487.00 1,487.73
Previous 1,486.30 1,487.00
High/low 1,486.00/1,487.00
AM Official 1,486.00 1,487.00
Kerb close 1,487.00
Open int. 1,487.00
Total daily turnover 1,484.44

■ ENERGY

Close 561.20 566.70
Previous 543.40 548.50
High/low 560.00/550.00
AM Official 550.0-5 550.0-5
Kerb close 564.5-5
Open int. 19.165
Total daily turnover 4,635

■ CRUDE OIL NYMEX (42,000 US gallons; \$/barrel)

Close 1,486.7 1,486.8
Previous 1,486.30 1,487.00
High/low 1,486.00/1,487.00
AM Official 1,486.00 1,487.00
Kerb close 1,487.00
Open int. 1,487.00
Total daily turnover 1,484.44

■ CRUDE OIL LPE (\$/barrel)

Close 1,486.7 1,486.8
Previous 1,486.30 1,487.00
High/low 1,486.00/1,487.00
AM Official 1,486.00 1,487.00
Kerb close 1,487.00
Open int. 1,487.00
Total daily turnover 1,484.44

■ HEATING OIL NYMEX (42,000 US gallons; \$/barrel)

Close 1,486.7 1,486.8
Previous 1,486.30 1,487.00
High/low 1,486.00/1,487.00
AM Official 1,486.00 1,487.00
Kerb close 1,487.00
Open int. 1,487.00
Total daily turnover 1,484.44

■ GOLD COMEX (100 Troy oz; \$/troy oz)

Close 382.4 384.5
Previous 380.5 384.4
High/low 384.1 384.5
AM Official 381.2 384.5-15.0
Kerb close 383.5 384.5
Open int. 384.5
Total daily turnover 24,002

■ NATURAL GAS NYMEX (10,000 therms; \$/therm)

Close 384.50 385.00
Previous 383.80-384.20
High/low 385.00-385.20
AM Official 384.00 385.00
Kerb close 385.00-385.20
Open int. 384.50-385.00
Total daily turnover 1,484.44

■ UNLEADED GASOLINE NYMEX (42,000 US gallons; \$/gal.)

Close 385.70-386.10
Previous 385.40-386.20
High/low 385.60-386.20
AM Official 385.40-386.20
Kerb close 386.00-386.20
Open int. 385.70-386.10
Total daily turnover 1,484.44

■ PRECIOUS METALS

Close 385.70-386.10
Previous 385.40-386.20
High/low 385.60-386.20
AM Official 385.40-386.20
Kerb close 386.00-386.20
Open int. 385.70-386.10
Total daily turnover 1,484.44

■ GOLD COMEX (5 Troy oz; \$ equiv.)

Close 380.00-383.30
Previous 380.80-384.20
High/low 380.50-384.20
AM Official 380.00 384.20
Kerb close 380.50-384.20
Open int. 380.80-384.20
Total daily turnover 1,484.44

■ SILVER COMEX (5 Troy oz; \$ equiv.)

Close 385.70-386.10
Previous 385.40-386.20
High/low 385.60-386.20
AM Official 385.40-386.20
Kerb close 386.00-386.20
Open int. 385.70-386.10
Total daily turnover 1,484.44

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OFFSHORE AND OVERSEAS

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MARKETS REPORT

Buba holds fire

THE BUNDESBANK'S decision to leave its key lending rates unchanged caused little consternation on the European foreign exchanges but was nevertheless enough to trigger further falls in the dollar, writes *Emma Tucker and Graham Bowley*.

Few had expected the German central bank to lower its discount rate, but the market was hoping for a symbolic cut in the Lombard rate.

A drop in this rate - which forms the ceiling for German market rates - would have had little real significance but would have been interpreted as a sign of the Bundesbank's commitment in further relaxation of monetary policy.

The dollar moved as high as DM1.6920 ahead of the Bundesbank's announcement and in anticipation of such a cut, but slipped once it became clear that the Bank had not acted.

Mr Paul Chertkov, head of global currency research at UBS said: "The markets were very frustrated by the Bundesbank's lack of action. The D-Mark immediately strengthened against the dollar and other European currencies."

Analysts are now strongly optimistic that the Bundesbank will ease rates at its next meeting on April 14. In the meantime, the authorities are expected to continue making gradual reductions in the securities repurchase rate.

The repo rate is now 5.88 per cent, compared with 6 per cent at the beginning of the month. Mr Huw Roberts, assistant bond strategist at NatWest Capital Markets, believes one more cut in the repo rate will give the French room to reduce their intervention rate - currently at 6.10 per cent - next Thursday.

The last change in the French key rate was on February 24, but the authorities cut by only 10 basis points, a move which failed to impress those looking for a more trenchant easing in monetary policy to spark economic activity.

■ The Bundesbank's caution was not the only thing contributing to the dollar's jaded performance yesterday. A report from the Philadelphia Federal Reserve showed lower activity

Dollar

Against the DM (DM per \$)



Source: FT Graphite

■ Poured in New York

Mar 17	Latest	Prev. close
1	1.6955	1.6945
1 month	1.4933	1.4927
3 mth	1.4905	1.4909
1 yr	1.4847	1.4845

and subdued price pressures.

As a result, fears of tightening in US monetary policy receded further.

Mr Turner said: "There was

still a steady selling of the pound around the DM1.60 level. The markets are still feeling last month's base rate cut. They feel the government is taking risks with inflation and doubt its commitment to keeping it down."

■ There was relief on the UK money markets when most of a £2.45bn shortage was removed in the early round. This followed several particularly tight days. The overnight rate softened after the early round back up to around 6 per cent over lunchtime when the Bank did not carry out any midday operations. Later the Bank provided the market with around £400m in unspecified late help, bringing the total assistance for the day to £2.45bn.

■ The Canadian dollar was very weak, falling to a 7 year low against the US dollar. It later rallied when the Bank of Canada intervened and bought Canadian dollars. Mr Turner said that yesterday's very good inflation figure meant that underlying inflation was no more than 1.0 per cent.

Short term interest rates could go below US rates but real bond yields are attractive and could boost the currency.

The Canadian currency closed at C\$1.3678 compared with the previous day's close of C\$1.3611.

■ The pound remained vulnerable yesterday, following the mixed bag of economic statistics published earlier this week. A survey by IDEAS, the financial market consultants, asked foreign exchange dealers

for the day to 1.4850.

Euro rates were 1.4855.

Euro rates were

4pm close March 17

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Symbol	Name	Open	High	Low	Close	Chg.	Pct. Chg.	Div.	Ex-D.	Vol.	Cap.
1000/4	High Low Stock	74	74	74	74	0.00	0.00%				
175	11/2 AAR	0.48	25.55	25.75	25.50	-0.05	-0.19%				
192	12/4 ALJ Mid A	1.60	1.11	1.00	1.00	-0.10	-8.33%				
201	22/4 Amer. Ind	0.70	4.25	4.25	4.25	0.00	0.00%				
214	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
215	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
216	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
217	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
218	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
219	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
220	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
221	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
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276	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
277	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
278	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
279	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
280	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
281	25/4 Amer. Int'l	0.50	3.75	3.75	3.75	0.00	0.00%				
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RECRUITMENT

JOBs: As a new style of organisation emerges from the recession, companies are turning to temporary managers

How hard do you need to work at getting a job? Most people have heard of aspirants firing off scores of applications and advertisements attracting hundreds of inquiries, even for quite lowly posts.

There is nothing unusual about the committed job seeker, but the trend towards more flexible workforces and slimmer companies is influencing individual approaches to employment.

Richard McKeown has gone one step further than chasing every vacancy, turning his skills as a chartered secretary into an aggressively marketed business service aimed at short-term employment opportunities. McKeown, 46, who lives in Uxbridge, west London, was made redundant in 1987 after the company he worked for moved to south Wales and he decided not going to go with it.

He invested £7,000 with an outplacement agency which did not find him a job but which gave him valuable advice about interviews and how to write a CV.

Since 1988 he has had a series of temporary contracts in the company secretarial role and is now completing a short stint as a temporary assistant company secretary at Kingfisher.

McKeown's name is registered with three recruitment agencies but he has gone beyond being merely a hopeful job applicant. He spends £5,000 a year on marketing himself. This includes employing a public relations expert.

He produces a glossy brochure advertising his skills, experience, previous employers, selected references and the work he is capable of doing. He is, in his own words, "the all singing, all dancing one-man band".

McKeown may be the manager of the future: the sort of individual whom management philosopher Charles Handy writes about in his new book, *The Empty Raincoat*.

Handy talks about a portfolio approach to life where you decide how much you want to work, how you want work and where you want to work. Newly restructured organisations, he has observed, are moving increasingly towards the employment of fee-charging professionals.

A whole new employment industry has sprung up over the past 10-15 years to provide temporary - or "interim" - managers.

Many do not see themselves as temporary workers in the long term but are prepared to fulfil such roles until a permanent post comes along. McKeown claims to have "crossed the Rubicon" in this respect and now sees himself as a permanent basis.

He says he does not feel insecure, has never been despairing and is relaxed about his prospects. His experience as an itiner-

ant employee is growing. His former clients include BTR, Lautro and Mercury Communications.

The use of temporary staff started in Silicon Valley in the US among start-up companies. They employed a core of essential staff on a permanent basis and made up the rest of their workforce with temporary contractors.

Now the strategy is spreading to individual managers.

McKeown argues that it can be good for professionals because they can command higher fees than they would get on a salaried basis. It can be good for the company because it is buying a short-term and often essential stop gap at a fixed price. The downside for the employer would seem to be cost and, to some extent, uncertainty about quality, although the temporary nature of the employment lessens the potential damage of recruiting a dud.

Jeff Grout, managing director of Robert Half, which has about 500 temporary accountants on its books, says: "As companies have come out of the recession they are not rushing to recruit staff back on a permanent basis.

The traditional temp has changed dramatically. It used to be in low-level grades but there are now some very senior people doing it."

Charles Russam, managing director of the GMS consultancy and secretary of the Association of Temporary and Interim Executive Services, says his company database lists 3,500 executives to supply companies that need senior business managers at director level or one level below.

He estimates the executive leasing or interim management sector is worth between £70m and £100m in the UK and that it is growing at about 20 per cent a year as it is increasingly viewed as a serious alternative to long-term employees. He says: "Interim management is no longer being seen as the recycling of clapped out executives but as a credible option for business.

"Businesses are saying to themselves why do I need to keep such people on my payroll when I can go into the market and get someone in to do a specific job."

But how do you avoid getting a useless manager attempting to revive a washed-up career? Russam admits that such people have found their way on to agency books.

His own company, he says, will no longer list anyone for whom it does not have three satisfactory references.

As registered employment agencies, such companies take their fees from employers. It means that we owe a duty of care to our clients so it is in our inter-

ests to ensure that the people we are supplying are of a good calibre," says Russam.

Interest in temporary managers is growing, he says, among expanding small businesses which need hands-on management help, often on a part-time basis.

Use of the temporary professional has expanded markedly in the field of information technology. About 20,000 to 30,000

freelance employees are working in this area in the UK, with about 30 agencies marketing their services. The biggest operator, CSS-Comac, has about 1,100 people working, Tony Coombes, professional services director of Systems Resources of Coventry, which has about 500 contract staff working for employers such as IBM, says quality control is becoming increasingly important as customer companies are demanding good people and consistency from suppliers.

"Everyone we place is an ambassador of the company. If they don't do well, manufacturers will blame us," he says.

The company has become rigorous with its contractors. All conversations with freelances discussing their abilities are recorded afterwards and kept on file. It may appear big brotherish but it's not. It is really a way of making a quality selection against the requirement the client gives us," Coombes says.

Contracts tend to be for three months. Employees do not have the holiday arrangements that their full-time colleagues enjoy but the trade-off in job security tends to be higher salaries. Computer operators in the £15,000 to £20,000 salary range may find themselves earning the equivalent of between £20,000 and £25,000 a week for the duration of the contract. Experienced programmers will be earning the equivalent of £30,000 to £35,000 a year compared with £20,000 to £25,000 in a full-time post.

Richard McKeown agrees that the fees commanded by temporary professionals are higher than full-time salaries. The fee, he says, has to account for personal overheads, self-provision of pensions, holidays and car. He also feels justified in including an additional element to reflect his availability at short notice.

One of the biggest problems for individuals, he argues, is adopting the frame of mind that accepts temporary contract working as the norm. To do this, he believes it is necessary to build up capital that can be used as a buffer for the times when demand is quiet.

He says: "There is a vast pool of highly qualified people out there. They might have come to it through redundancy, but so what? I think I'm better at my job now than I was 10 years ago. It has been a positive experience."

Richard Donkin

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City

Risk & Performance Analyst Fund Management

London

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Working closely with colleagues overseas, the successful candidate will analyse the risks associated with fixed interest managed funds. This will involve looking at the fund portfolio holdings, the historic performance and the management, as well as such specific issues as concentration and liquidity risk. In addition, this position involves establishing relationships with both fund managers and investors in the UK to increase the awareness of this service.

Applicants should be of graduate calibre and will



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International Recruitment Consultants
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£ Excellent

already have a good understanding of financial instruments and fund management techniques. This experience may have been gained in a variety of environments including fund management, investment consultancy, a competitor or performance analysis position. The successful individual will be a confident start-up, able to work both independently and in a team environment. Excellent written and oral communication skills combined with strong interpersonal skills are essential.

Our client will offer an attractive remuneration package which will reflect the level of experience of the successful candidate.

Interested candidates should in the first instance contact Karina Pietsch on 071 831 2000 or write to her enclosing a full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Please quote reference 183280.

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London

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- To manage and develop the loans administration team;
- To establish and develop close links with the business originators to ensure clients' expectations of service are fulfilled.



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The successful candidate will bring a thorough understanding of loans administration, including loans agency work, and will be keen to use their experience and vision to respond to the challenges of this position. Excellent interpersonal skills and a background in an automated environment are essential. Candidates should also display initiative and commitment.

This is an important and high profile role and for the right candidate, our client will offer an attractive remuneration package.

Interested applicants should contact Karina Pietsch on 071 831 2000 or write enclosing a full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 180827. Fax 071 405 9649.

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The successful candidate will have responsibility for all clearing, settlement and margining of on-exchange activities assisted by 20 support staff. Candidates must have had several years managerial experience within an active back office environment and must be able to demonstrate a strong level of computer literacy. An exposure to the Rolfe & Nolan system would be preferable and an in-depth knowledge of the full range of margin, reconciliation, delivery and Option declaration procedures is essential. In addition to these qualities an accountancy qualification would be useful but is not a pre-requisite.

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We are also interested in talking to experienced sales people and fund managers who may prefer to work on an associate or affiliate basis, making use of the company's facilities.

Amstel offers a dynamic environment where career progression depends entirely on an individual's drive and determination to succeed. The compensation package reflects the company's ambition to attract people of the highest quality.

If you feel that you meet the exacting standards required, please contact Jonathan Cohen or Tony Marshall on 071-629 4463 or send your CV to the address below. (Fax: 071-629 3954).

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At the same time, the government is making sweeping changes to the current legislative and administrative framework to remove previous disincentives to high quality investors and to create one of the most attractive environments for the investor in the region.

The new agency will also take over responsibility for an existing development-banking facility, funded by a leading regional institution, in support of local investors.

Chief Executive

As head of the agency, you will require strong negotiating skills and broad commercial and general-management experience. Knowledge of North American markets and business practices is essential, since a high proportion of inward investment is likely to come from the region. Experience in the Caribbean region will be an advantage. In view of the need for close working relationships with a British style of government, ideally you will have familiarity in dealing with UK government departments. You will also be expected to form a close working relationship with the Minister for Development and with heads of department concerned with the processing of investment projects.

Inward Investment Manager

Reporting to the Chief Executive, you will have overall responsibility for the day-to-day inward-investment operations. You are likely to have between 5 and 10 years' of broad experience in a financial or economic environment, and will be familiar with project appraisal and with projects in the region. Ideally, you will be a Turks & Caicos Islands Belonger with the potential to assume the post of Chief Executive, although candidates of other national origins will be considered.

TERMS AND CONDITIONS OF EMPLOYMENT

An internationally competitive employment package (tax-free in the Turks & Caicos Islands) will be offered. Appointment will be on a three-year contract to the agency (a statutory board), with the possibility of renewal.

Closing date for receipt of completed applications is 15 April 1994.

For further details and application form, please write to Appointments Officer, Overseas Development Administration, Ref No AH304/MMC/FT, Abercrombie House, Eaglesham Road, East Kilbride, Glasgow G75 8EA, or telephone 0355 843531.

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A mature individual, aged 40-50, you must hold a recognised degree level qualification in mechanical/chemical engineering and have a minimum of 15 years senior technical management experience in the production of industrial gases. You will also require a profound knowledge of European industrial gas safety and ISO 9000 standards.

Fluency in English is essential with the ability to communicate in at least one other Central/East European language a distinct advantage. Strong organisational, analytical and interpersonal skills will be required.

Your tasks and responsibilities will be to provide full technical support and the coordination of a continuous production system evaluation between a number of European group companies and the U.S. Headquarters. You will also be required to provide technical analysis and support to the European Management on future acquisitions and investments.

You will be based in Spain, at a location to be determined and report directly to the European Vice President. This technical support role will involve extensive European travel.



Please forward your written application, including a current C.V. to:
PMC Int Ltd, 4 Liberty Court, Bell Street, Reigate, Surrey, RH2 7JB.

Vienna Berlin Bratislava Budapest Sofia Warsaw London Dublin Moscow Prague
Personnel & Management Consulting International Limited

SPREADING A GLOBAL VISION

DIRECTOR OF CORPORATE COMMUNICATIONS

LONDON BASED

A leading provider of global mobile communications services via satellite to users at sea, on land and in the air, Inmarsat is an internationally-owned cooperative backed by 73 countries. The Inmarsat partnership is a complex series of internal and external inter-relationships made up of investors, service providers, manufacturers, government administrations and the diplomatic representing a broad spectrum of perceptions and interests.

The rapidly changing telecommunications environment and the growing reality of competition are creating new challenges for the organisation. To meet them, Inmarsat's communications and public relations functions must continue to evolve - this will form a major part of your brief as Director of Corporate Communications.

Reporting to the Vice-President for Corporate Communications, you will be play an active and important part in the management and direction of Inmarsat's worldwide corporate communications and public relations policies and programmes. This will principally involve:

- major public relations activities and...
- establishing and maintaining channels of communications between Inmarsat, organisations and individuals on a worldwide basis



EUROPEAN LEASING - LONDON

We have several vacancies for graduate bankers with fluent German, Spanish or Scandinavian languages, who are experienced in sourcing, pricing and closing high value cross-border leasing/asset financings (non-aircraft preferred). **SALARY HIGH**.

HIGHLY STRUCTURED UK LEASING
Two prime UK merchant banks seeks graduate bankers trained in credit, pricing/structuring, plus 2/5 years marketing/negotiating, experience covering high-value structured lease transactions. **NEG £20-245,000**

SALES AID VENDOR LEASING
We urgently seek "overtarget" sales/marketing executives aged 25/28 years capable of producing leasing deals in the £250k+ per month range, covering office equipment transactions (e.g. copiers, fax, telecoms, etc.) **PACKAGE NEG £22-£35,000 + BENEFITS**

Contact or send detailed CV's to BRIAN GOOCH/STEPHEN SHANAHAN

OLD BROAD STREET BUREAU 65 London Wall, London EC2M 5TU
Search & Selection Consultants Tel: 071-588 3991 Fax: 071-588 9012

SENIOR SYEN DEALER

A major international bank requires a senior spot trader with at least 5 years experience of profitable dealing in SYEN and associated crosses. An excellent package is on offer for the successful applicant.

£ HIGHLY NEGATIVE

COMPLIANCE SPECIALIST
A major US investment bank seek a dedicated compliance specialist with an audit compliance, asset administration management background. Excellent communications skills and creative thinking are important as will be familiarity with IMRO/SEC. Brief will cover advisory, training, audit, procedures and systems.

£ HIGHLY COMPETITIVE

CREDIT RISK ANALYSTS
We have two major banks seeking graduate/ACIB qualified bankers, aged 25/28 years, who have received formal credit training.

SALARY RANGE £25-28,000 + BENEFITS

SARGENT BROTHERS LTD.

Currently seeking University educated individual to supplement successful, exchange-based (LIFFE) options market-making firm. Candidates must be competitive, motivated and highly numerate. All interested parties please forward CV to:

Gregory O Sargent
168 South Street
London SW3 4EE

INTERNATIONAL CONSULTING GROUP

is planning to increase activities in all parts of the UK. Applications are invited from professionals with backgrounds in all aspects of industry and commerce.

Send CV to M B Scott, International Business Consultants, 45 Frederick Street, Edinburgh EH2 1EP

CITY RESEARCHER

LEADING EXECUTIVE SEARCH CONSULTANCY

LONDON

• Whitehead Mann is one of the leading executive search companies in the UK operating at the highest levels in both the UK and internationally.

• The company has a good reputation for developing its researchers and prospects for promotion are excellent.

• Opportunity to join small, highly respected specialist financial service team working for a variety of blue chip institutions in commercial and investment banking, retail financial services and investment management.

• Broad involvement in all aspects of assignments with substantial client contact and specific responsibility for identifying and approaching candidates.

ATTRACTIVE SALARY + BONUS POTENTIAL

• Key position involving senior level contact and requiring excellent communication skills, tenacity, creativity and a high degree of energy and initiative.

• Graduate aged mid to late twenties, will have a good knowledge of treasury, capital markets, securities and derivatives.

• Should be used to operating in an international environment and a second language is useful but not essential.

• May already be a researcher with a reputable search company or alternatively have experience in banking or securities with good understanding of trading markets.

Please apply in writing quoting Ref: RE5/94
with full career and salary details to:
James Roberts
Whitehead Mann Limited
44 Welbeck Street, London W1M 7HF
Tel: 071 595 6979

Whitehead Mann
AMROP INTERNATIONAL

An excellent opportunity exists for an outstanding professional with legal experience and a thorough grounding in derivative products to join a bank with an international reputation for product innovation. Bankers Trust's capital strength, intermediary skills and entrepreneurial spirit make us one of the world's leading investment banks.

Derivatives Negotiator International Capital Markets

Excellent Salary + Bonus & Benefits City

This highly visible and critical role has responsibility for the execution and negotiation of swaps, equity, commodity and other derivatives documentation. It involves:

- The negotiation of master agreements, guarantees, credit and other derivatives documentation.
- Effective liaison with senior traders, credit, operations and legal to ensure successful execution with counterparties.
- Transactional work relating to latest and most complex derivative products.

A lawyer with a minimum of 2 years' Capital Markets experience, including a good understanding of ISDA agreements, you will have worked in a similar banking role or in a leading city law firm. Stamina, initiative and ability to thrive in a high pressure, fast-paced environment are essential. Some familiarity with equity derivatives is preferred. Excellent interpersonal and communication skills are necessary to build relationships with traders and deal constructively with contentious issues.

If you want a demanding personal challenge, exceptional career prospects and the rewards appropriate to senior, successful individuals, please write to Ms J Hogan, Bankers Trust Company, 1 Appold Street, Broadgate, London EC2A 2HJ.



HOUSE OF COMMONS

(Department of the Clerk of the House) SELECT COMMITTEE SPECIALIST ASSISTANTS

£17,776 - £24,620

The Treasury and Civil Service Committee requires one or two Specialist Assistants to cover economic questions. The Committee regularly examines Government economic policy, taxation proposals, public expenditure and international monetary arrangements. Candidates should be well versed in at least one of these fields. The duties will include giving specialist assistance to the Clerk of the Committee and undertaking research into specific questions at their request.

Applications are invited from candidates with a good degree or an equivalent professional qualification in a relevant subject together with several years' relevant practical experience. An interest in public administration will be an advantage, and familiarity with the use of a micro-computer is essential.

Starting salary will depend on age, qualifications and experience. The appointments will commence as soon as possible and will be for an initial period of two years, with the possibility of an extension for a further two years.

There is an attractive remuneration package including a non-contributory pension scheme in respect of personal benefits, interest free loan for season ticket purchases and generous leave.

Strict political impartiality is required of all House of Commons staff and the appointees will be expected not to engage in political activities for the duration of their appointment.

For further details and an application form write to: Recruitment & Assessment Services, Almon Link, Basingstoke, Hampshire RG21 1JB or telephone 0268 468551 quoting reference number C94/2088.

Closing date for return of application forms: 31st March 1994
Applications from Registered Disabled candidates will be welcomed.

The House of Commons Service is an Equal Opportunities Employer

CORPORATE FINANCE OPPORTUNITIES

THREE TOP CITY BASED BANKS REQUIRE:

- Corporate / Project Finance: Energy and Natural Resources: minimum 2 years experience, second language preferable - good communication skills with a dynamic personality. Age 26-29. Salary negotiable.
- Corporate Finance: German speaking - minimum 3 years experience to be based in UK. Self starter with the ability to generate deals - this is a unique position requiring an exceptional person, preferably German Nationals. Age 28-32. Salary negotiable.
- Cross Border Corporate Finance: Good Quality M.B.A. Lawyer graduate must have at least 2 years experience - essential second language preferably French. Must be able to demonstrate good communication skills. Age 26-29. Salary negotiable.

For further details please call on 071-377 6488 or send/fix your CV to Deborah Michelle.

ALL APPLICATIONS ARE TREATED IN THE STRICTEST CONFIDENCE

CAMBRIDGE APPOINTMENTS

232 Shoreditch High Street, London E1 6PJ. Fax No. 071-377 0887

MARKET MAKING FX/DERIVATIVES SALES PROFESSIONAL

Citibank provides a comprehensive range of financial products and services to corporate, institutional and individual customers globally.

Based at our European headquarters in London, our Foreign Exchange team is recognised to be one of the world leaders, dealing across 136 currencies.

Working in the market making team, you will have direct contact with professional clients, travelling extensively marketing FX and Derivative products to central banks, sovereigns and correspondent banks globally.

Ideally, you will be a Graduate with 1-2 years' experience and already have a proven track record of selling and trading FX/Derivative products. A knowledge of European languages would be advantageous.

A highly competitive remuneration package is offered, together with career development opportunities both within the FX function and Citibank as a whole.



We are an equal opportunities employer

Capital Markets - Middle Office Opportunity

LONDON

CONTROLLER - RISK / FINANCE

£ EXCELLENT PACKAGE

This is a key position within the Capital Markets' subsidiary of one of the world's largest banks with assets in excess of US\$250 billion and a network of operations embracing every major financial centre.

The Company has a record of exceptional performance, well managed client relationships and sustained growth. It is now seeking to appoint a key individual to head a middle office function for the Derivatives Division.

Working beside a leading-edge, innovative and cosmopolitan team, key responsibilities within the role will include:

- Market risk analysis of a complex array of instruments
- Daily mark to market
- Management of short term cashflows
- Overseeing of Daily P&L reporting
- Capital utilisation and allocation
- Management of an expanding high calibre team producing monthly management accounts and annual financial statements.

The successful candidate will be able to demonstrate an advanced mathematical background and a detailed understanding of the risk characteristics of derivative instruments. In addition, candidates must be able to work effectively in a fast pace, complex environment, be able to initiate innovative risk assessment techniques, and be a confident communicator at the most senior level.

This high profile, demanding position requires a qualified accountant with a proven record of success and team management. The ideal candidate will currently be working in a sophisticated middle office or front office environment.

For further information please contact Fiona Jobson or Tim Buxton on 071-404 3155 or write to them, enclosing a Curriculum Vitae, at Alderwick Peachell and Partners at the address below. All enquiries will of course be treated in the strictest confidence.

Alderwick Peachell

& PARTNERS LTD

Alderwick Peachell & Partners Limited, Recruitment Consultants, 125 High Holborn, London WC1V 6QA. Tel: 071-404 3155. Fax: 071-404 0140.



SAMUEL MONTAGU

Head of Compliance - Merchant Banking

provide a strong advisory service to the Chief Executive and directors on compliance related issues. Close relationships will also be maintained with the central compliance function of the HSBC Group in London.

To be considered for this role candidates must have the personal authority to deal with senior line management as well as having knowledge of both merchant banking and relevant rules and regulations, including those of the SFA, Stock Exchange and the City Code on Takeovers and Mergers.

A competitive remuneration package and a full range of banking benefits will be offered to reflect the importance of this position.

For an initial confidential discussion please contact Anna Williams at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH or phone her on 071 831 2000.

MP
Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

DERIVATIVES TRADER (INTEREST RATE PRODUCTS)



As part of our growing investment in the area of Interest Rate Products, American Express Bank require an experienced Interest Rate Derivatives Trader with a minimum of 2 years experience of trading Interest Rate Swaps and Interest Rate Options.

The successful incumbent will join a successful Treasury Group about in strengthen its presence in this area of the market. Thus the successful candidate will have the opportunity to provide a shaping influence into the next phase of growth of this business within American Express Bank. In this role they will be expected to provide risk analysis of the bank's Interest Rate exposure, as well as providing a market making and trading capability to the bank's clients.

Applicants will need to have a degree in a related area e.g. applied mathematics, statistics, as well as possess excellent analytical skills. In addition candidates will need to be able to demonstrate well developed interpersonal skills.

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EXPRESS
BANK**

DEPOSITORY & TRUST COMPANY • SPECIALIZED FINANCIAL INVESTMENT & TRADE ANALYSTS • FINANCIAL SERVICES • CREDIT STOCKS & BONDS • TREASURY SERVICES • ASSET PROTECTION • CORRESPONDENT BANKING

e.g. communication, and have high personal levels of motivation.

The rewards include a highly competitive base salary, bonus, stock awards, company car as well as the usual banking sector benefits.

To apply you should write to Ms M. King at American Express Bank Ltd., 60 Buckingham Palace Road, London SW1W ORU.



MANAGING CONSULTANT

We are a leading firm of consultants engaged in training, education and publishing. We have offices in London, Amsterdam, Frankfurt and Budapest from which we provide in-house and public training courses and training consultancy.

A vacancy exists in London for a Managing Consultant covering the following areas:

- Treasury management
- Foreign exchange
- Capital markets
- Asset management

The successful candidate will be well educated, will have recent practical experience of at least two of these areas, and possess excellent communication skills consistent with a training environment.

The role will demand skills in team management; the preparation and delivery of training programmes; business and product development.

Opportunities to grow with this progressive business are excellent for an ambitious, entrepreneurial and committed individual. Financial rewards will include an excellent salary and package.

Please send a full cv to the Managing Director at BPP Training & Consultancy Ltd, Moorgate Hall, 155 Moorgate, London EC2M 6XB.

Other opportunities for consultants also exist in these areas - please send your cv and a covering letter explaining your specialist subjects.

Applications must be submitted by 31st March 1994, and all communications will be treated in strictest confidence.

FUND MANAGER - FIXED INTEREST UK ECONOMIC & FINANCIAL ANALYST

Two opportunities have arisen within our City-based UK Investment Division, which manages assets in excess of £5bn.

Fund Manager, Sterling Fixed Interest:

Responsible for management of a portfolio of c. £300m, the successful candidate will have a minimum of three years experience in fixed interest investment and possess a thorough knowledge of the sterling corporate bond markets and credit analysis techniques.

UK Economic & Financial Analyst:

This position, responsible for both original research into UK financial companies and regular commentary on the UK economy, is within the eleven-strong UK Equities team, which manages c. £5bn. Candidates must have a minimum of two years research experience within the Financials Group and economic qualifications to degree level.

In both instances the ideal candidate is likely to be in his/her mid to late twenties. Please forward C.V.s to: Mrs E. Day, Confederation Life Investment Division, Bircham Court, Bircham Lane, London EC4V 9AB.

Confederation Life

SCOTTISH WIDOWS

Portfolio Manager

Japanese Equities

Scottish Widows Investment Management is one of the leading investment institutions in the UK with assets under management exceeding £21 billion.

Continued growth has now led to an opportunity for an exceptional individual to join their established and highly successful team in Edinburgh, researching companies and in due course managing a number of portfolios in Japan.

Applications are sought from top quality graduates who ideally will be aged in their mid to late 20s and have around 2 years' experience of Japanese Equity Analysis. The successful candidate will hold, or be

For a confidential discussion, telephone or write with full CV to: Gavin Brydon, ASA International Ltd, 63 George Street, Edinburgh, EH2 2JG. Tel: 031 236 6322

Interviews will be held in London and Edinburgh. All CVs sent to our client will be forwarded to ASA International.

ASA International





Supervision of Retail SROs

- a senior management position

The Supervision of Retail SROs Department within the Securities and Investments Board (SIB) aims to ensure that Retail SROs provide high standards of investor protection.

SIB wishes to appoint a Senior Manager, reporting to the Head of Department.

The job holder will:

- manage a small team collating and interpreting information from every source about the performance of the SROs;
- identify and seek resolution of regulatory issues, maintain constructive working relationships with the SROs;
- assist in the development of supervisory techniques and procedures;



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Sydney

Senior International Banking Opportunity

India

Our client is increasingly recognised internationally as one of the leading financial institutions in the United Arab Emirates.

Building on a strong domestic business, and with an established international presence in London, Hong Kong and the sub-continent, they now wish to appoint a Country Manager, with senior level banking experience, to head up their expansion into India.

The key accountability will be to establish the Bank's presence in India, initially in Bombay.

Key tasks will include:

- developing, gaining approval for, and implementing a business plan for the Indian operation
- establishing a branch operation
- obtaining all resources required to implement the business plan and run the branch operation
- developing quality business
- ensuring the implementation of credit and operational controls in line with Group and local statutory requirements.

This is a high profile, senior level career

£70,000 pa + first class benefits

appointment reporting to the UAE based Assistant General Manager (International). Candidates should bring up to 20 years retail/commercial/corporate banking experience to the role, including notable business development success and demonstrable experience of successful management of an operation at regional or territory level.

The person appointed will need considerable motivation and commitment, together with a hands-on approach, to drive this start-up operation. Communication, presentation and negotiating skills of the highest order will be required to ensure success.

In return, the Bank offers a competitive salary and a very attractive expatriate benefits package, including fully furnished accommodation with domestic servants, car and driver, generous leave and leave air fare entitlements, club membership and generous children's education provision.

Interested candidates should write in confidence quoting the Ref: 1331/6 to Tim Knight, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

MSL International
CONSULTANTS IN SEARCH AND SELECTION

EUROPEAN INVESTMENT BANK

The EIB, the financial institution of the European Community, is currently seeking for appointment to its Economic Research Directorate in LUXEMBOURG an:

Energy Economist (m/f) (with 3 to 5 years practical experience)

The person appointed will participate in the economic evaluation of energy investment projects submitted to the Bank for financing and perform energy sector work.

Candidates should possess a university degree in economics, a post-graduate qualification in energy economics (MA, MBA or PhD), a strong background in quantitative analysis and experience both in the economic evaluation of energy projects and in the preparation of energy sector studies.

Private sector experience would be appreciated.

Languages: as the Bank's working languages are English and French, excellent knowledge of one and good command of the other are essential. Working knowledge of a third Community language would be an advantage.

The Bank offers attractive terms of employment, a generous salary and a wide range of welfare benefits.

It is an equal opportunities employer.

Applicants, who must be nationals of an EEC Member Country and preferably not over 35 years of age are requested to send a detailed curriculum vitae, together with a photograph to:

EUROPEAN INVESTMENT BANK
Recruitment Division ET/PM 9402
100, Boulevard Konrad Adenauer
L-2950 LUXEMBOURG. Fax: 4379 3360.

Applications will be treated in strictest confidence and will not be returned.



JUNIOR GILTS SALESPERSON MAJOR EUROPEAN BANK

An exciting opportunity to join an expanding GEMM Sales Team of a Major European Bank. The successful candidate will be a highly intelligent, dynamic and personable graduate with a good (2:1 or above) finance related degree. This individual will have gained at least one year's relevant experience in a prime financial institution.

Excellent prospects, competitive salary, plus banking benefits. CV's will be sent unopened to our client.

Please contact Brenda Shepherd

Fax 071-626 9400

Ridgway House 41/42 King William Street Telephone 071-626 1161

London EC4R 9EN

Personnel Recruitment Consultants

SHEPHERD LITTLE

MERIDIAN - RISK MANAGER

A leading bank with a globally recognised interest rate derivatives unit is seeking risk manager with approximately 5 years experience to work within its London team. The team is establishing pricing and risk management capabilities in "second generation" derivatives including path-dependent products. The successful candidate will have at least three years experience of risk management and is likely to have postgraduate qualifications in mathematics or related discipline. He or she will also require programming skills in order to work with our dedicated programmes. The candidate will work within a small team of similarly highly skilled professionals.

A competitive remuneration package will be offered to the right candidate.

Please forward your c.v. to Alex Butterworth

Closing date for applications: 25th March 1994

25 Museum Street, London WC1A 1JT

RECRUITMENT CONSULTANTS

INTERNATIONAL M&A

An expanding international M&A advisory firm with offices in six countries globally is seeking entrepreneurial M&A professionals, with a minimum of 5 years transaction experience, to join its London, Paris and Dusseldorf offices. The firm is a leader in mid-market cross border M&A.

Please send resume in confidence to the address below to obtain further information.

Write Box B2306, Financial Times, One Southwark Bridge, London SE1 9HL

International Banking Marketing Manager Credit Card Operations

to £55,000 (tax free) + expatriate package

Our client, a prominent player within the international banking community, operates in all major markets, including the UK and the US. They provide a range of services for both private and corporate clients and have the level of capitalisation and financial resources to justify their global objectives.

We are looking for a Marketing Manager, reporting to the Head of the Credit Card Business. This is a new management role in an expanding area, a critical element of the new Domestic Banking Division. With responsibility for all credit card marketing, the role encompasses advertising, promotional campaigns and new product development.

You will be a professional marketer with experience in financial services and a proven track record in card marketing. Good project management and excellent communication skills are essential. Graduate calibre with a professional marketing qualification preferred. The contract will be renewable after an initial two year period.

If you would like to be considered for this post please write giving full details of your career and current salary, quoting reference 0219, to AAD Executive Selection, 7 Curzon Street, London W1Y 7PL.

AAD

The Executive Selection Division of Odgers and Co. Ltd.

CORPORATE FINANCE PROFESSIONALS

City

Excellent Package

FLEMINGS

A continuing increase in business levels has resulted in the need for this high profile and respected UK Merchant Bank to recruit experienced corporate financiers.

Successful candidates will demonstrate the following attributes:

- Outstanding academic background and/or professional qualifications
- A minimum of one year's experience in a corporate finance environment
- Strong technical skills allied to the ability to build relationships both internally and externally
- Highly ambitious and goal oriented outlook

Roles exist within both transaction and origination teams for individuals wishing to move to a progressive environment offering realistic potential for career progression.

Interested candidates should contact John Asworth on 071-629 4463 (day), 071-720 0613 (evenings) or send in a full cv promptly.

HARRISON & WILLIS

SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St, London W1X 3FD. Fax: 071-491 4705
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CU MORLEY INVESTMENT MANAGERS MARKETING MANAGER: PENSION FUNDS

CU Morley is the pension fund management arm of Commercial Union Investment Management Ltd. Pension Funds under management exceed \$1.4bn. Recent restructuring has put in place a new management team with a clearly defined investment style and an ambition for success which has been reflected in recent performance.

The Managing Director is seeking an individual to assist in the development of the marketing function. Duties will include developing marketing material, making presentations, liaising with consultants, completing consultants questionnaires and building a database of marketing information.

Interested applicants will be graduates aged 25-30, and will have at least two years' experience of the pension fund management industry. Ideally they will have worked in a marketing function already and will have a knowledge of pension fund consultants. The successful candidate will be capable of working both independently and as part of a team.

This is an excellent opportunity to join an ambitious

group at an early stage of development and with considerable potential for career growth. Remuneration will be sufficiently attractive for the right individual.

To discuss this further, in strictest confidence, please contact Christopher Lawless on 071-379 1100 or write to him at:

The Bloomsbury Group,
Search & Selection Consultants,
The Second Floor,
Bedford Chambers,
Covent Garden,
London WC2E 8HA.
(Fax: 071-249 6362).

THE BLOOMSBURY GROUP

JOSLIN ROWE

banking recruitment consultants

manager, eurobonds

c.£45,000

Lending City-based international Investment Bank currently seeks an experienced Fixed Income manager with first class banking experience to join its highly successful operation. Candidates should possess at least 5 years' experience of Eurobonds, Domestic, Government Bonds, Repos, Convertibles, Emerging Markets etc. ideally gained in a similar high volume environment.

marketing manager

£40,000

An opportunity exists in this dynamic organization for an opportunity to support the Financial Services Division. You will provide marketing and sales support, to include production of corporate literature and monthly newsletters. Previous marketing experience from an investment management environment is sought. Knowledge of another European language would be an advantage.

Joslin Rowe Associates Ltd Bell Court House 11 Blomfield Street London EC2M 7AY
Telephone 071-638 5286 Facsimile 071-382 9417
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CFC

CORPORATE FINANCIAL CONSULTANTS

BOND SALES

Ceres Financial Concepts SA is a dynamic and successful financial firm established in Switzerland in 1992. Our main activity is broking fixed income products. Owing to the high institutional demand for our services, we are currently looking to expand this activity.

We are therefore seeking to employ several highly experienced, professional bond salespeople with a proven record of success and an established institutional clientele. The successful applicant must be highly motivated and a self-starter. He/she should have good communication and presentation skills.

Our performance-based compensation package is very competitive. Please reply in confidence with full personal and career information to:

Mr B. Hagen or Mr. B. Merkenich
Ceres Financial Concepts SA Av. C.-F. Ramuz 80
CH - 1009 Pully-Lausanne Switzerland
Tel. 41 21 729 87 36 Fax 41 21 729 89 17

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For young dynamic city based company expanding activities in the private client field. Competitive based package, client base provided via 3 yrs exp.
Call 071 403 3212
REF TR. for more details.

DIRECTOR - SOUTH AMERICA

An international company in the field of Product Identification and Systems Integration seeks an experienced executive to continue the growth and development of a well established South American business. Location - São Paulo.

At least 5-10 years experience running Brazil-based industrial businesses, well balanced general management skills, fluency in English and Portuguese are prerequisites. Spanish language an additional asset.

Apply with letter and full curriculum vitae to:

Box B2379, Financial Times, One Southwark Bridge, London SE1 9HL

LONDON CREDIT MANAGER

MAJOR COMMODITY TRADING HOUSE

CITY

This major international commodity trading organisation is primarily involved in the physical oil trading and energy derivatives trading markets. It maintains a significant role in the trading of petro-chemicals, fertilizers, coal and coke, agricultural and soft commodities in all areas of the world. Due to the significant expansion of the London operation, they now wish to recruit a London Credit Manager.

The Credit Manager will be responsible for managing the credit function for all physical and derivatives business

conducted out of the Company's London office. The individual must have at least 5 years' experience of corporate credit analysis and should have the benefit of a professional credit training program at a major financial institution. Preference will be given to candidates with a knowledge of documentation applying to commodity derivatives.

The environment is extremely fast moving and the successful candidate must be capable of assuming a high level of responsibility and effective control of a broad and

diversified book of business. The candidate must possess a high energy level as well as being adaptable and willing to undertake a variety of different tasks within the team.

Interested candidates should telephone Stephen Grant on 071 379 3333. (Fax: 071 915 8714) or write, enclosing a detailed CV, to Robert Walters Associates, 25 Bedford Street, London WC2E 9BP.

SALARY CIRCA £50,000

ROBERT WALTERS ASSOCIATES

A Golden Opportunity to work in Hong Kong

SECURITIES & FUTURES COMMISSION

The Securities and Futures Commission, which was established in 1989, is a statutory body with overall responsibility for regulating and promoting the development of Hong Kong's securities and futures markets.

The Commission is managed by a Board of Directors appointed by the Governor of Hong Kong and operates through a team of professional staff. The following challenging senior position is now available.

DIRECTOR - ACCOUNTING POLICY

- * To assist the Commission on all aspects of policy formulation for financial disclosure by listed and public companies in Hong Kong including accounting and auditing standards and compliance and enforcement matters.
- * To act as senior accounting resource to the Corporate Finance Division and the Commission on financial disclosure matters including accounting and auditing, to provide professional and technical direction and guidance to staff, and to participate in the professional development of staff.
- * To represent the Commission in its dealings with the Hong Kong Society of Accountants in respect of listed and public company accounting and auditing matters. To represent the Commission on the relevant accounting standards and emerging issues committees and subcommittees of the HKSA.
- * To oversee the Stock Exchange of Hong Kong's discharge of its frontline responsibilities in relation to financial disclosure matters including its review of financial reporting by listed companies in audited annual accounts, semi-annual accounts and other documents.
- * To develop policy proposals to address inadequacies in existing accounting and auditing standards and emerging areas of concern to the Commission and identify and address actual and potential problems and issues.

Requirements

- * Tertiary education. Must be a professionally qualified accountant.
- * Substantial experience as a senior staff in a major accounting firm or at a similar level in a commercial or regulatory environment. Should have detailed awareness of the securities and futures industry.
- * Excellent managerial, organisational and interpersonal skills.
- * Good verbal and written skills, ability to make public presentations and to make positive contribution to policy making and planning.
- * The applicant should be fluent in English and Cantonese. The ability to read and write Chinese and speak Putonghua would be an advantage.

Compensation

- * Attractive remuneration package including medical and dental benefits.

Please apply by 31 March, 1994 with details of qualifications, experience and salary history to:

Personnel Services Manager
Securities & Futures Commission
12/F Edinburgh Tower
The Landmark
Hong Kong

Bloomberg
FINANCIAL MARKETS

Account Managers

French, Spanish Speakers Based London

This is an opportunity for young professional people with languages and experience gained in the financial markets to develop their career in a world leading company.

Bloomberg is a rapidly growing supplier of sophisticated screen based news, information and decision support services within the international financial markets.

Expansion of the business and internal promotion has created opportunities for account management/sales support staff of high calibre to grow with the company. You will provide quality service, support and relationship management to Bloomberg users in Europe.

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Salary is negotiable according to experience.
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ACCOUNTANCY COLUMN

Celebrations for the Father of bookkeeping

You might have thought that with half a millennium during which to work, accounting historians would now have got their facts straight about the development of double-entry bookkeeping. If so, you would be wrong.

Five hundred years after the publication of what is generally acknowledged to be the first textbook of modern accountancy, the academics researching the topic still seem to be as divided in their interpretations as they are in their (surprisingly large) number.

Most would at least agree to a common definition of double-entry bookkeeping: for every debit there is a corresponding, balancing credit. It is a sacred principle still worshipped today, the basis of ledger-keeping - manual and electronic - used daily by millions of number crunchers around the world.

That is about as far as the consensus goes. Few could debate that a weighty book was published in Venice in 1494 called *Summa de Arithmetica, Geometria, Proportioni et Proportionalita*, and attributed to Friar Luca Pacioli, a Franciscan monk turned teacher, which describes the so-called "Venetian method" of accounting.

But was he the author? Was his work original? Was he truly the first codify double-entry bookkeeping? More important, does it all matter anyway? In the past few weeks, intense argument has been aired on these and other related topics.

Pacioli has certainly triggered a great bout of self-reflection. Some individuals and professional bodies have been so eager to unpop the champagne corks of celebration that they have not waited for November,

The anniversary of a text by a 15th-century monk has sparked debate over the origins of double-entry, writes Andrew Jack

which was the month of publication 500 years ago.

Last month, the Institute of Chartered Accountants in England and Wales - eager to get in first - dressed up a hapless soul in a habit to publicise its "Figures in proportion" exhibition on Pacioli. In characteristically more didactic fashion, the Institute of Chartered Accountants of Scotland held a two-day "Festival of Accounting" conference earlier this month.

In April, the Italians gather in Venice to discuss and dine sumptuously in memory of the monk.

It has been left to the enterprising Americans to arrange a four-day re-creation of Pacioli's "historic" trek from his birthplace of Sansepolcro to Urbino. The trek takes place this summer, at the conclusion of a seminar, "The Pathway of Pacioli", and has been organised by Dave Tinus and Bill Weis, two Seattle-based academics who have done more than anyone to nurture festivities over nearly a decade.

Yet these signs of homage are in stark contrast to the dark ages of just a few years ago. Copies of Pacioli's *Summa* were changing hands for extremely modest sums. He was barely recognised or memorialised in his own home town. The Italians had little time for him, in contrast to some of his contemporaries such as Leonardo da Vinci, his friend and collaborator.

Pacioli was certainly an unconventional monk. In spite of taking monastic orders, his friendship with Giuliano della Rovere, who conveniently became Pope Julius II, led to a Papal bull in 1503 waiving Pacioli's obligation to obey the Franciscan vow to live "in obedience without property, and in chastity".

He seems to have taken full advantage of all three exemptions, being accused of self-love by Erasmus, living comfortably and incurring the wrath of his fellow monks at death by leaving much of his money to his family and not his monastery.

For Frans Volmar of the University of Limburg in the Netherlands, Pacioli was "the perfect accountant". He sees him as a crusader against the heathenism of his times, a leading proponent of the Franciscan beliefs that mathematics and the arts could revive Christianity.

He says that while the *Summa* was not original in its thoughts, it was a detailed description of the best accounting practices, which met the definition of a conceptual framework as used today by the US Financial Accounting Standards Board.

He argues that among the points Pacioli highlights are the importance of orderly bookkeeping and internal controls, fairness, consistency, full disclosure, relevance, prudence, materiality and the role of profit generation as an objective.

Volmar even sees in the text discussions on more advanced accounting issues such as the treatment of banking transactions, joint ventures, branches, bills of exchange, extraordinary items and foreign currency translation.

Some academics stress that Pacioli

has made Pacioli's treatise like a computer software manual "which always seems to omit the crucial instruction".

He stresses that Pacioli's experience of commerce is second-hand, and that he fails to describe state of the art accounting already long in place in Venice, covering issues such as depreciation and contingency reserves.

Other scholars have traced rudimentary double-entry back at least as far as the 13th century, while some suggest it may have its origins in regions and eras as diverse as ancient Greece or Rome, Arabia, India, Iran, Peru and Spain.

The more fundamental question is whether double-entry bookkeeping matters anyway. Accountants have a vested interest in suggesting its importance as the lubricant if not the fuel powering the development of modern capitalism. They even have an unexpected ally in Goethe, who called it "one of the most beautiful inventions of the human spirit".

But while it may have been mathematically elegant, it may not have been mercantile-relevant. Yamey and Macve - to the dissent of many of their colleagues - suggest that double-entry did not become widely adopted in Europe or the US until the 19th century.

They suggest that while it may in modern times have helped provide coordination and control in large commercial organisations, it was not in any way vital for the development of entrepreneurial capitalism.

Nevertheless, whether for good or bad, accountants would probably have been far less populous in the world without Pacioli. That is his legacy, and the charge on which he should perhaps be tried.

FINANCIAL TIMES FRIDAY MARCH 18 1994

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THE ROLE

- Key member of a new Group finance team, reporting to the Group Financial Controller, undertaking a fundamental review of Group reporting and control. Creating a centre of excellence on Group-wide technical accounting issues supporting the Divisional Finance Directors.
- Full responsibility for enhancing Group financial accounting and reporting. Supporting a major systems upgrade project as a key contact for third party advisors.
- Leading a small Head Office team providing Group forecasts and budgets to allow identification of key performance measures and variances from budget.

THE QUALIFICATIONS

- Outstanding 'big six' trained graduate ACA, aged early 30s+ with experience at the centre of a rigorously controlled complex international quoted Group.
- Commercially-focused technical expert dedicated to establishing and maintaining exemplary corporate compliance. Highly IT literate.
- An energetic, mature and positive individual with stature and credibility. A hands-on implementor with integrity, toughness and character.

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London 071 493 1236
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Selector Europe
Spencer Stuart

FMS
FINANCIAL DIRECTOR SELECTION SPECIALISTS

BROAD FINANCIAL AND COMMERCIAL RESPONSIBILITY

Full Business Involvement

Many advertisements claim the above. Our client can substantiate this claim through a role which demands a proactive commercial input and creative innovation.

As Financial Controller of this rapidly developing unit within a profitable division of a £ billion turnover brand name you will enjoy the following responsibilities:

- Reporting to the General Manager, you will provide overall financial direction and control through 4 staff
- A high profile role within the unit's management team, influencing commercial decisions and strategic business plans
- A wider involvement within the Divisional Finance team and the opportunity to play a key role in important developments

The position is based in Berkshire but will involve regular travel throughout the UK locations.

If you are keen to pursue this exceptional career opportunity you should write to Karen Wilson, Director as soon as possible at FMS, 5 Bream's Buildings, Chancery Lane, London EC4A 1DY enclosing a recent CV and a note of current salary.

A MEMBER OF THE PSD GROUP

£ 60-£35,000
PLUS BONUS
PLUS CAR

BERKS

Head of Product Control London

Our client is a dynamic international bank which prides itself on remaining at the forefront of global product innovation and development. Responsiveness to continual change and the increasing complexity of derivatives trading necessitate the appointment of a Head of Product Control.

This high profile role is wide ranging, covering all aspects of financial control, business support, valuation and risk management for the Treasury, Capital Markets and Fixed Income businesses, with a future need to provide similar support to Equities.

Extensive liaison with the front office and the leadership and motivation of a large team will be essential to ensure that future developments, in addition to day to day

control issues, are effectively managed. The individual we seek will be a qualified accountant who is a self motivated high achiever, with extensive experience gained in financial services. Strong derivative product knowledge, exposure to risk management, excellent interpersonal skills, a desire to influence the business and a flexible approach are pre-requisite to the appointment.

An excellent remuneration package, including generous basic salary and full banking benefits, reflects the seniority of this position.

Interested applicants should forward a comprehensive CV, quoting reference 183703, to Diane Forrester ACA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 8LH.

Michael Page Finance
Specialists in Financial Recruitment
London • Bristol • Windsor • St Albans • Leatherhead • Birmingham • Nottingham • Manchester • Leeds • Glasgow & Worldwide

GROUP FINANCIAL DIRECTOR

Surrey

£65,000 + Car + plc Benefits

This research based pharmaceutical company has prescription products on the market in several countries, an internationally recognised series of OTC brands, and a strong pipeline of important innovative medicines. One of the smaller companies in the pharmaceutical sector listed on the London Stock Exchange, it has a Board of Directors of international standing and exceptional opportunities for future growth.

Reporting to the Chief Executive, you will assume full responsibility for financial affairs and be involved in preparing the company for major national and international development. You will have considerable involvement with the city and its institutions and with equivalent organisations in the USA. You will be responsible for advising the board of the financial implications of business decisions in all sectors of the company including R&D, manufacturing, marketing and sales.

The position is not a conventional processing role, but one which will attract and reward a graduate qualified accountant, probably but not necessarily in the age range 35-45, with experience of plc financial management, ideally gained with companies which have important R&D and manufacturing activities.

Interested candidates should write promptly to Mark Rowley enclosing a full Curriculum Vitae, quoting reference MR453.

HARRISON & WILLIS
SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St, London W1X 3FD. Tel: 071-629 4463
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Director of Finance

c. £55,000 + bonus + share options - Home Counties

For the European division of an internationally renowned consumer goods company with worldwide sales of £1bn+.

The brands are well established and heavily supported in the UK and on the Continent. New brand introductions and acquisitions are planned to maintain rapid growth.

- **RESPONSIBILITY** is to the President, Europe, for high standards of financial control, reporting, analysis, planning and information across the division combined with direct responsibility for the management of the UK finance function. There will be a significant involvement in corporate development and all major commercial negotiations.
- **THE NEED** is for a qualified accountant, educated to degree standard, with a proven record of senior financial management in an international group. Familiarity with GAAP reporting and fluency in Italian are highly desirable. Energy, rigour and a hands on style will be the hallmarks of the successful candidate.

Write in confidence, enclosing a Curriculum Vitae and quoting ref: T7733 to

TK
SELECTION
8 Hallam Street, London W1N 6QH. Fax: 071 631 5317
A DIVISION OF TYZACK & PARTNERS

Product Analysis & Support - City

Exceptional Qualified Accountant £ Excellent Package

NatWest Markets holds a pre-eminent position in the world of corporate and investment banking. Comprised of nine highly successful businesses, our activities cover trading, corporate banking, asset management and specialist advice. We employ over 5,300 staff across 32 locations in 14 countries, supported by assets of £50 billion. NatWest Markets combines expertise with exceptional strength, energy and ambition - a unique combination which is reflected in our continuous record of growth and success.

Our expansion has created a role within the middle office trading support function of the Securities Division. You will take responsibility for identifying the risks, proposing accounting policies and the periodic reporting for a discrete team of equity/option derivative traders. In particular, the position covers the control and assessment of ongoing and proposed business strategies. You must also possess the technical skills and the supervisory experience necessary to motivate and lead a small team and the confidence to liaise effectively with trading, taxation, legal and operations personnel.

Probably aged 26-32, you will be a qualified accountant with at least two years post-qualification experience of a banking environment. A significant proportion of this time must have been spent within a product control function. Alternatively, you may be working within Public Practice and have extensive exposure to financial markets. Strong interpersonal skills, a high degree of professionalism and the ability to work to tight deadlines will be essential. This high profile role will also require the competence to deal with senior management and to provide innovative solutions to business problems as they arise.

For further information, please contact our advising consultants, Guy Townsend or Brian Hamill of Walker Hamill Ltd on 071 287 6285. Alternatively, forward a brief resume to their London office at 29-30 Kingly Street, London, W1R 5LB, quoting reference GT312. All direct responses will be forwarded to Walker Hamill.

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Corporate & Investment Banking

FINANCIAL CONTROLLER

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For a fast growing private company with a current turnover of £15 million, which designs and supplies innovative products in the Auto Accessory, Auto Security and Garden Accessory markets, in the U.K. and mainland Europe.

Reporting to the Managing Director you will be responsible for the day to day operation of all aspects of the finance, accounting and systems functions of the company supported by a small accounts team and a systems manager. In addition to possessing strong cash and inventory management skills, the successful candidate should be able to report effectively and to advise non-financial managers on budgetary and control issues.

You will be 30-40, a qualified accountant, preferably ACMA, and highly computer literate. You must be commercially aware with good experience in a quality production environment where the customer is of top priority.

Barrie Martin
Managing Director
Metro Products (Accessories & Leisure) Ltd.
Eastman House
118 Station Road East
Oxted, Surrey RH8 0QA

METRO PRODUCTS

EXECUTIVE

2000
SEARCH AND SELECTION

INTERNAL AUDITOR

SURREY £25,000 + CAR + BENEFITS

Our client, a major service industry group in the business-to-business sector has an up-to-date approach to the role of auditor in business.

Promotion of a present incumbent to a line role has created an opening for a graduate ACA to join the internal audit department as manager of the small young Head Office team.

Reporting to a Group Internal Audit Manager the role consists of supervisory responsibility for all audits, covering group systems at Head Office and field operations in the South, some of which will be carried out with direct participation and some assigned to other staff.

Probably aged 25+ with one or two years post qualification experience, self motivation, ambition and excellent interpersonal skills are a pre-requisite for the appointment.

Benefits which include an in-house fitness centre are excellent as are personal development prospects.

Please write in complete confidence quoting Ref. DN394 to:

2000
SEARCH AND SELECTION

Executive 2000 Search & Selection
Sutton Park House, 15 Castlehill Road,
Sutton, Surrey SM1 4ID. Fax: 081-643 8663

International Rectifier CHIEF ACCOUNTANT

Competitive Salary

Our client, is the £56m UK subsidiary of a multi-million dollar American hi-tech multi-national. International Rectifier is the market leader in the supply of power transistors to a wide range of 'blue chip' consumer, automotive and industrial clients, many of whom are household names.

With both historic and forecast year on year growth of 20-25%, International Rectifiers' mission statement dictates worldwide revenue of \$1BN by the turn of the century. In order to accommodate this growth they are seeking a pro-active individual who has not only a strong technical background, but also the ability to improve the reporting cycles, aid in the implementation of advanced systems and manage the control of their treasury function.

The ideal candidate will be a qualified accountant with commercial experience gained either in a manufacturing or a service organisation. This is a superb opportunity to grasp a challenging role in a company which seeks to dominate its market and expand into new European and Worldwide markets.

Please send or fax details to Keith Tracy, Heathfield Hargreaves Ltd, 6 Bolstro Road, Haywards Heath, West Sussex RH16 1BB. Tel: 0444 416636 Fax: 0444 416002.

HEATHFIELD HARGREAVES
London • Sussex • Northampton

FINANCE DIRECTOR

Kent

£40,000 + Car + Benefits

Our client, a well established Public Limited Company in the financial services sector is now seeking to appoint a Finance Director.

This Main Board appointment will report directly to the Group Managing Director. Your brief will be to make a significant contribution to the development of the group's financial strategy and policies with other members of the Main Board. You will also be responsible for reviewing and developing the group's financial structure, together with ensuring that comprehensive controls and reporting procedures exist in all areas of the business. Additionally, it will be necessary for you to liaise with external advisors and regulatory bodies, as well as guaranteeing that financial information is produced accurately and to a deadline.

Candidates, with experience in corporate finance, should be aged 35 to 50, and have at least 10 years post qualification experience gained preferably in the financial services sector.

Please write, enclosing your CV and salary details to:

Sylvia Adams,
Personnel Consultant,
Menzies Personnel Consultants,
Ashby House,
64 High Street,
Walton on Thames,
Surrey. KT12 1BW
Tel: 0932 247611

MENZIES
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The Carphone Warehouse
MOBILE COMMUNICATION CENTRES

CHIEF ACCOUNTANT

Central London

to £35,000 + benefits

The Carphone Warehouse is the leading retailer of mobile communications equipment in the UK and is experiencing a period of rapid growth (to £40m). The company now seeks to recruit an experienced Chief Accountant to strengthen the finance function to accommodate the next stage of its development.

Reporting to the Finance Director, you will be responsible for the production of weekly/monthly management information and financial reporting to tight deadlines. Statutory accounts, budgets and a variety of project based assignments will be a major part of the role together with continual enhancement of strong financial and cost controls.

Candidates aged 35-50, are likely to be qualified ACA or ACCA and have a proven track record at senior management level within a multi-site retail environment. Candidates will demonstrate a strong work ethic and high level of experience in integrated financial/operational computer systems.

Candidates should forward their curriculum vitae to
Edward Charlton at Charlton Holden Accountancy,
12 Upper King Street, Norwich NR3 1HA. Telephone 0603 767675

Director of Finance

West of London

c£45,000 + car + benefits

Our client is a privately owned company in the advertising/media field with a network of locations around the country.

A major policy change calls for close integration and control of the financial function at the centre. The initial task is to implement this change and institute and ensure appropriate procedures and controls. Thereafter the key tasks are to maintain tight financial management, acceptable reporting to the Board, and contribute to the overall direction of the business and its profitability. Additionally,

MSL International
CONSULTANTS IN SEARCH AND SELECTION

FINANCIAL ACCOUNTANT

c.£35k PACKAGE

SI is a leading investment capital company, with £2.6 billion of assets invested in c.3,500 companies throughout Europe. Investing an average of £1.2 million each working day, SI plays an important role in facilitating the expansion of small to medium size businesses and encouraging wealth creation. It is intended to seek a Stock Exchange listing for SI later this year.

To augment our technical strength we now seek a Financial Accountant who will offer expert advice on the application of GAAP, Bank of England reporting and other statutory and regulatory requirements. You will be able to deputise for the Group Financial Accountant, to whom you will report and whose additional responsibilities include the preparation of statutory and published accounts.

You should have a good degree and be a Chartered Accountant with at least eight years' post qualification experience in a leading practice or large public company. You will also have a demonstrable record of achievement. This high profile role demands considerable professional credibility and good written and spoken communication skills. Experience in a Financial Institution would be an advantage.

An alternative financial sector package including comprehensive benefits and relocation assistance will be offered to the right person. If you think you should be on the short list, please send your CV and a covering letter to Paula Bates, SI plc, Trinity Park, Bickenhill, Birmingham B37 7ES. Tel: 021-782 3131.

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Do you already command at least a £50k package?
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If your response to all three is yes, then PMC is your next logical step. We work exclusively with a limited number of high calibre individuals with the aim of securing senior appointments in the UK and overseas.

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Finance Professionals

Liverpool



This profitable, well managed Division of The Littlewoods Organisation plc has a turnover in excess of £1bn. The business is building on its success to date and pursuing new market opportunities. Committed to developing its staff, the finance team requires three key individuals for vacancies created by internal promotions.

Financial Controller
Sales & Product Analysis

To £45,000 + Car & Benefits

THE POSITION

- ◆ Provide product and outlet profitability information. Form key relationships with Buying and Merchandising Directors.
- ◆ Account for and analyse sales. Control stock accounting. Develop existing systems.
- ◆ Report to Finance Director. Manage team of 60+ including substantial accounts payable department.

QUALIFICATIONS

- ◆ Ideally early-mid 30's. Graduate calibre. Qualified CIMA or ACCA.
- ◆ Strong technical experience in stock control and product costing, possibly gained in manufacturing environment. Background in systems development and implementation.
- ◆ Excellent communication skills. Ambitious and capable of career progression.

Ref MN1098

Systems
Accountant

To £33,000 + Car & Benefits

THE POSITION

- ◆ Develop new integrated systems in line with finance function needs. Ensure data flow integrity.
- ◆ Manage small team. Liaise with IS department and users. Represent finance function in inter-departmental working parties.
- ◆ Develop flexible systems to meet changing business requirements.

QUALIFICATIONS

- ◆ Graduate calibre qualified accountant. Knowledge of systems design and implementation. Probably aged 28+.
- ◆ Specialist in large computer systems in an integrated environment. Oracle and Unix experience an advantage.
- ◆ Creative problem solver. Confident and articulate. Broad business awareness.

Ref MN1099

Financial Planning
Manager

To £35,000 + Car & Benefits

THE POSITION

- ◆ Control, co-ordinate and review financial planning of Division.
- ◆ Enhance corporate planning model and evaluate new business opportunities. Appraise major capital investments.
- ◆ Liaise closely with other departments on existing and new business profitability.

QUALIFICATIONS

- ◆ Graduate calibre qualified accountant. Commercial experience in large corporate environment with PC and management modelling packages.
- ◆ Professional approach with excellent communication and presentational skills. Able to form relationships at all levels.
- ◆ Self-motivated with initiative and originality. Team player. Probably aged 28+.

Ref MN1040

Please send full cv, stating salary and quoting relevant reference, NBS, Courthill House, Water Lane, Wilmslow, Cheshire, SK9 5AP

Our client is an equal opportunities employer with an action programme.

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FINANCE
DIRECTOR
(DESIGNATE)

Central London

c.£65,000 + Exceptional
Benefits Package

This group provides an innovative and creative approach to energy supply, management services and systems to a broad range of clients in both industry and commerce and has quickly established itself as an acknowledged leader in one of the fastest growing markets of the decade. With substantial support and backing from major corporations, the organisation is poised to create and develop a clearly customer focused infrastructure impacting on its ability to further dominate throughout the UK.

This key appointment is seen as a vital step in promoting the role and impact finance will have in terms of future expansion, development and control. Reporting to the Chief Executive you will:

- Develop a professional and efficient finance function designed to clearly monitor, control and contain envisaged growth.
- Create and innovate ways in which finance can analyse and critique business driven issues focusing on client and market related initiatives.
- Devise strategies to financially drive operations within clearly defined corporate objectives.

You will be a graduate accountant, aged mid 30's with outstanding personal qualities who can demonstrate a significant level of achievement in a blue chip environment. You will command respect and credibility at Main Board level, display superior interpersonal skills and be seeking a role offering excellent rewards and future prospects.

Interested candidates should write to Charles Austin or Michael Herst, enclosing a full Curriculum Vitae and quoting reference C4454.

HARRISON & WILLIS
SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St, London W1X 3FD. Tel: 071-629 4463
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

THE AFRICAN
DEVELOPMENT
BANK GROUP

The AFRICAN DEVELOPMENT BANK, a Pan-African Development Finance Institution with membership of States from Africa and outside Africa with its headquarters in Abidjan (Republic of COTE D'IVOIRE) invites applications from candidates who are citizens of the 76 member states and are under 50 years of age, for the following position.

Financial Accountant

Candidates must be professionally qualified accountants with a minimum of 5 years experience in a comparative environment, a thorough knowledge of computerized accounting systems, and an in-depth knowledge and experience in swaps, hedges, bonds future and options. Proficiency in English or French, with a good working knowledge of the other, will be an advantage.

The Bank offers a competitive tax free salary package. Benefits include installation, dependency and education allowances, life and medical insurance, home leave and retirement plan.

Application with complete curriculum vitae indicating name, date of birth, nationality, present address, educational qualifications and employment history should be sent before April 30, 1994 to:

The Director
Human Resources
Management Department
African Development Bank
01 B.P. 1387
ABIDJAN 01
COTE D'IVOIRE
Telex: 23717, 23498, 23263
Fax: (225) 20.49.43
Tel: (225) 20.47.09 or 20.41.04

BUSINESS ACCOUNTANT

London

c£35,000 + Car + Generous Benefits Package

Our client is one of the foremost investment management groups serving pension funds, international institutions and private investors. The organisation has an impressive growth record and is renowned for its ability to attract and retain staff of the highest calibre.

Internal promotion has provided the opportunity for a young accountant to join the group to manage a small management reporting and analysis team. The responsibilities of this important position will include financial forecasts, analysis and commentaries on the group's worldwide activities, together with ad hoc project work.

Applications will only be considered from Chartered Accountants aged 26-30 with an exemplary academic record and a minimum of two years post qualification experience. Preference will be given to candidates with extensive experience of special projects.

This appointment presents a unique opportunity to join a first class firm providing excellent career prospects.

For further information please contact Ken John on 071-831-2323 (evenings/weekends 081-542-3990), or write to him at Hudson Shribman, Vernon House, Sicilian Avenue, London WC1A 2OH (Fax 071-404-5773).

HUDSON SHRIBMAN

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For advertising
information call:
Philip Wrigley
071 873 3351

FINANCIAL MANAGER

BERKELEY BUREAU

GAMING PERSONNEL

Our client, an International Casino operator have a vacancy for a Financial Manager in their Budapest office in Hungary. Applicants must have experience in international banking, tax payroll, company accounts and be computer literate. In addition the person will probably be aged 30 to 45 years of age, with formal accountancy qualifications. The company will offer a negotiable salary, health insurance, accommodation and flights.

*Please send C.V. and photo to Box B2310, Financial Times,
One Southwark Bridge, London SE1 9HIL*

Lucas

Lucas Industries plc is a leading international organisation providing advanced technology systems, components and service to the world's aerospace, automotive and applied technology markets. Lucas has a global T/O of £2.5 billion operating extensively in the UK, Europe, India, North and South America and with an expanding market share in South East Asia and The Pacific Rim. In 1993 Lucas increased performance and improved profitability by focusing on the most strategic elements of the business, and is now well placed to capitalise on its strengthening competitive position.

As a direct consequence, there are a number of exciting opportunities to join the international audit function operating from the corporate headquarters in Solihull, West Midlands.

INTERNATIONAL AUDIT MANAGER

- Reporting to the Director - Internal Audit with responsibility for reviews of UK and international operating units across the group with a T/O of £1.3 billion.
- Qualified Accountant with approximately 10 years PQE, recent Financial line management and a strong internal/external audit background.
- International travel of around 35%.
- Flexible individual who will play a key role in the development of the recently re-focussed audit function.
- Excellent communicator at all levels with strong inter-personal and man-management skills.
- Must have the potential to progress to a Senior Financial line management role within Lucas.

SENIOR AUDITORS

- Qualified Accountants with up to five years PQE.
- International travel of around 70%, fluency in Spanish, French or German would be an advantage.
- Commercially aware with a Blue Chip or Big 6 background preferred.
- Comfortable in a manufacturing environment.
- Good communicator with strong inter-personal skills, a team player who is able to gain the confidence of Senior management.
- Candidates should have the potential to move to a Financial line position within Lucas in 2-3 years.

These are genuine career development opportunities and carry an appropriate, comprehensive remuneration and benefits package.

Please send a full CV to ADRIAN HINDMARSH at INTER-SELECTION ACCOUNTANCY RECRUITMENT, 65 Church Street, Birmingham, B3 2DP.

inter-selection
accountancy recruitment



Group Finance Director

Remuneration c£90,000

For an expanding and profitable Northern based PLC with turnover in excess of £200m, manufacturing industrial products in the United Kingdom and abroad.

- RESPONSIBILITY** is to the Group Managing Director for the financial management of a multi-site manufacturing group, providing strong leadership at the centre and to subsidiary finance directors. The prime tasks are to ensure tight financial control of group activities, improvement of management information systems and strategic input at board level.
- THE REQUIREMENT** is for a chartered accountant and graduate, aged 38-48 years, with strong all round professional and commercial skills and good intellect. While quoted company experience is not essential, candidates must be credible in a highly operational environment.

Please write in confidence, enclosing a Curriculum Vitae, quoting ref: E7721 to

TK
SELECTION

13-14 South Parade, Leeds LS1 5QS. Tel: 0113 2426767; Fax: 0113 2426881
A DIVISION OF TYZACK & PARTNERS

THE AFRICAN DEVELOPMENT BANK GROUP

The AFRICAN DEVELOPMENT BANK, a Pan-African Development Finance Institution with membership of States from Africa and outside Africa with its headquarters in Abidjan (Republic of COTE D'IVOIRE), invites applications from candidates who are citizens of member states and are under 30 years of age, for the following position.

EDP Auditor

Candidates must have an advanced university degree in Finance or Accounting, Information system and Computer systems. A minimum of five years in auditing computerized financial and information systems. A sustained record of performance in EDP auditing. Knowledge of specific audit methodologies and techniques: a) systems based auditing, b) flow - charting techniques, c) computer auditing, d) testing methods, e) operational auditing and f) attest auditing. Good inter-personal and communication skills, ability to work with teams, proficiency in English or French with a good working knowledge of the other will be an advantage.

The bank offers a competitive tax free salary package. Benefits include installation, dependency and education allowances, life and medical insurance, home leave and retirement plan.

Application with complete curriculum vitae indicating name, date of birth, nationality, present address, educational qualifications and employment history should be sent before April 15, 1994 to:

The Director
Human Resources
Management Department
African Development Bank
01 B.P. 1387
ABIDJAN 01
COTE D'IVOIRE

Telex: 23717, 23498, 23263
Fax: (225) 20.49.43
Tel: (225) 20.47.09 or 20.41.04

CHARITY FINANCE DIRECTORS' GROUP

EXECUTIVE SECRETARY AND
FLEMINGS SENIOR RESEARCH FELLOW

negotiable to £35,000

Founded in 1988, the Group exists to represent and meet the needs of senior financial managers in the charity sector. It has grown to its present membership in excess of 500 through the efforts of its volunteer committee, and has now decided that an Executive Secretary is needed to help further its future development.

The overall aim of the Group in establishing the new post is to assist the committee in continuing the development of its role, profile and membership.

The post requires a self starter with the stature to command respect at the most senior levels in the charity sector and related fields. Other essential attributes are substantial financial experience, and communications and administrative skills. An accountancy qualification, recent voluntary sector/charity finance experience and editorial and publishing skills are also desirable.

The Executive Secretary post is expected to take three days a week. Sponsorship from Flemings has however been obtained for a full time post, on the basis that the postholder will devote the remaining two days to participate in research initiatives in the Centre for Charity and Trust Research at South Bank University. Charity Finance Directors' Group and South Bank University believe the combination of roles is appropriate, and will be rewarding to the right candidate.

The post will be based in London. Salary will be negotiable up to £35,000. For further particulars please write enclosing a s.a.e. to:

Mrs Claire Webb, CFDG, c/o Barnardo's, Tanners Lane, Barkingside, Ilford, Essex IG6 1QG.

Closing date for receipt of applications: 31 March 1994.

CHIEF CREDIT OFFICER

High Profile
International Company

c. £45,000 + Benefits



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The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone:

Philip Wrigley on 071 873 3351

Finance Tutor

package £240k

We were formed in 1987 and have grown to nine full time tutors supported by selected associates. We provide tailored management training to over 30 major public companies in finance, marketing and people management and trained 4,000 managers in 1993.

The growing demand for our services has created an opportunity for a full time finance tutor to join our team of five qualified accountants, capable of designing and presenting practical programmes in the following areas:

- financial accounting
- management accounting
- investment appraisal
- financial analysis
- investment appraisal

We require you to have broad-based financial experience, gained within the service or manufacturing sectors, equipping you with an understanding of total business operations and the ability to work at a senior level. You must be self-starting in a challenging and intellectual environment, be able to manage highly participative programmes, and be committed to the values of customer service and performance improvement. While desirable, previous training experience is not essential to a candidate of exceptional calibre and flair.

To apply please send your CV to Robert McCallion, Director, Management Training Partnership plc, 3 Prebendal Court, Oxford Road, Aylesbury, Bucks HP19 3EV or ring him on 0296 234724 for further details.

Management Training Partnership

APPOINTMENTS WANTED

ENTREPRENEURIAL YOUNG SCOTT
college educated/computer literate and currently working in the financial sector, with two years experience, seeks employment in the stockbroking/fund management industry.

Apply to Box: R2380, Financial Times, One Southwark Bridge, London SE1 9HL

EUROPEAN FINANCIAL CONTROLLER

c. £40K + CAR ALLOWANCE + BENEFITS

ICN Biomedicals is a leading supplier of biotechnology research and diagnostic products with manufacturing and operating facilities in 19 countries.

ICN Biomedicals want to recruit a European Financial Controller, the key responsibilities will include:

- Financial consolidation of all European results and reporting to the US parent
- Analysis of financial and operating results
- Preparation of the annual financial plan and budget
- Supervise country regulatory and statutory reporting for all European sales offices
- Provide administrative support to the Vice President, International Sales and Marketing and the individual country managers

The ideal candidates will be qualified to ACA level, have previous experience of working in a worldwide sales and distribution company and be fluent in at least one other European language. The position reports to the Vice President, International Sales and Marketing.

ICN are prepared to offer the successful applicant a salary up to £40,000 p.a., plus car allowance and pension scheme.

Please send full C.V. to Human Resources, ICN Biomedicals Ltd, Thame Park Business Centre, Wrenham Road, Thame, OX9 3XA.



CAYMAN ISLANDS GOVERNMENT

The Cayman Islands Public Service Commission invites applicants for the position of:

ACCOUNTANT GENERAL

The successful applicant will be the head of the Treasury Department of the Cayman Islands Government and the principal accounting advisor to the Financial Secretary. Responsibilities will include the compilation and supervision of the Government's accounts, the management of accounting operations and procedures, and ensuring that regulations, directions and instructions provided for under the Public Finance and Audit Law, in respect of the safe custody and accounting of public funds, are complied with.

The successful candidate will possess excellent proven managerial and interpersonal skills, a full professional Accounting qualification and have at least seven years of relevant senior management experience in Public Accounting.

The appointment is on contract for two years in the first instance with an option to seek renewal. The tax free salary is in the range CIS £2,000-59,000 per annum (CIS £1 = US\$ 1.20). Benefits include air passages, free medical care and a baggage allowance.

Application form and further information is available from: The Cayman Islands Government Office, Trevor House, 100 Brompton Road, London SW3 1EX. Tel: 071 823 7613. Closing date for receipt of applications is 8 April 1994.

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The Tories seek radical change in the map of local government: Page II

FINANCIAL TIMES SURVEY

SCOTLAND

Friday March 18 1994

EU funding may bring a ray of hope to Highland economic gloom: Page IV



Glasgow, on the river Clyde, is Scotland's largest city and capital of the Strathclyde region.....



Edinburgh, 65 km east of Glasgow, is proud to call itself Scotland's capital



When John Major, the UK prime minister, looks through his cabinet papers it is unlikely that he needs to linger very long on those concerning Scotland.

After the turbulence in Scottish affairs which lasted from the late 1980s up to the 1992 general election, Scotland is today one of the few areas under the government's care that are almost trouble free.

Its citizens are no longer in sullen revolt over the now defunct poll tax or other unpopular government measures. Nor are they engaged in hectic debate about Scotland obtaining its own devolved parliament – or seceding from the UK altogether.

Instead they are concerned with the more mundane issues of making a living during the economy's slow emergence from a recession which in Scotland was relatively mild, but which still made people who kept their jobs feel they were lucky.

The 1992 election was a watershed for Scotland. The Conservatives had made Scotland's constitutional future their main issue north of the border, campaigning against both devolution or independence proposed by their opponents. Because the party won the election nationally and was the only party in Scotland to increase both its number of

seats and its share of the vote (marginally, but against all predictions), the movement for constitutional change was halted.

Yet Scotland is still governed by a party which won little more than a quarter of the Scottish vote at the general election.

The response of Mr Ian Lang, the Scottish secretary whom Mr John Major appointed when he became prime minister in 1990, was to call for a change of tone and a note of reconciliation in Scottish politics. He added then, however, that "the policies will remain the same but the pace and flavour of them will be tempered."

The government has become less confrontational and more deaf in its handling of Scotland. It has slowed the pace of reforms to the Scottish education system, reached a truce with the schoolteachers and does not seem too concerned that only one secondary school has opted out of local authority control. After putting out to

lined ways in which the union of the United Kingdom could work better for Scotland. More administration is being devolved from Whitehall to the Scottish Office, and the grand committee of 72 Scottish MPs is to consider uncontroversial Scottish legislation and will be able to question ministers.

But the necessary changes to standing orders are waiting for the Labour opposition "to start behaving," in the words of Mr Lang, before they are debated and implemented.

It is a sign of the government's confidence that devolution is off the agenda that it wishes to dispose of the Royal High School, the building in Edinburgh which contains the chamber built in 1978 for a Scottish assembly.

One of Mr Lang's strongest arguments against a devolved parliament is that it would imperil Scotland's access to resources and decision-making in London.

Yet the fact that the Treasury and the Foreign Office

have been able to override the Scottish Office on the question of supporting Scottish salmon farmers in their dispute with Norway over alleged dumping shows that Scottish influence has its limits.

Many people are surprised that Scotland accepts, albeit grudgingly, policies which the majority of Scots oppose. Arnold Kemp, the editor of The Herald (formerly the Glasgow Herald) newspaper, gives this explanation in his recent book *The Hollow Drum – Scotland since the War*:

"Scotland is a nation so divided by regional jealousies and tormented by self-doubt, in which radical or socialist policies have never been able to form an enduring alliance with bourgeois or romantic nationalism, that it is easy for the UK ruling party to govern it without a majority of Scottish seats."

A good example of the way the government exploits those divisions shows in the lack of united opposition to the plan

to reform Scottish local government, replacing the existing two tier system with a large number of unitary councils. Mr Lang has not convinced many people that the new system will necessarily be more effective or more economical than the present one, but by offering many local communities their own single tier council he has set the representatives of the districts against those of the regions.

But Tory successes over policy have not translated into voting support. Two opinion polls published this month show support for the Conservatives in Scotland at only 13 per cent and 14 per cent, the lowest levels ever. For the first time, the Conservatives were in fourth place after Labour (49 per cent according to System Three), the SNP (25 per cent) and the Liberal Democrats (14 per cent).

It was a rotten怒 for the regional council elections in May and the European elections in June. Mr Lang told the Financial Times that difficulties in popularity in Scotland related to the UK political situation and that the Tories no longer faced "hostility of the deep-rooted and very focused kind that we experienced at the last election."

The Tories are unlikely to benefit from the upturn in the economy because although

Scotland did not go deeply into recession, there is little confidence that things are decisively better.

"A lot of companies had unrealistic expectations of what recovery would look like," according to Mr Hamish Morrison, chief executive of the Scottish Council Development and Industry, which lobbies for economic development. "Their managers are keeping their heads down and are reluctant to spend or invest. That could defeat the vigorous recovery we would like to see."

It is a sign of how much the Scottish economy has changed in the past few years that the sector spearheading the recovery in output is the (largely foreign-owned) computer industry. Financial services are also doing quite well. The Ravenscraig steel plant (closed in 1992) and almost all Scottish heavy industry are only memories.

That perturbs many Scots – but does not matter, provided Scotland can break the cycle

by which it has consistently failed to generate enough new businesses and jobs, thus forcing people to emigrate to England or elsewhere and causing the Scottish population (now 5.7m) to decline gently. The chairman of Scottish Enterprise, Professor Donald MacKay, said recently that if, since 1955, Scotland had matched the rest of the UK in generating new businesses, it would have created 140,000 extra jobs.

That is why an initiative launched last year by Scottish Enterprise to help more Scots develop an entrepreneurial culture is so important.

As a member of Edinburgh's professional classes said recently: "For me the acid test of whether Scotland is really improving is whether my son, who is now 15, gets a satisfactory job in Scotland when he leaves university, or whether he has to board the train to London."

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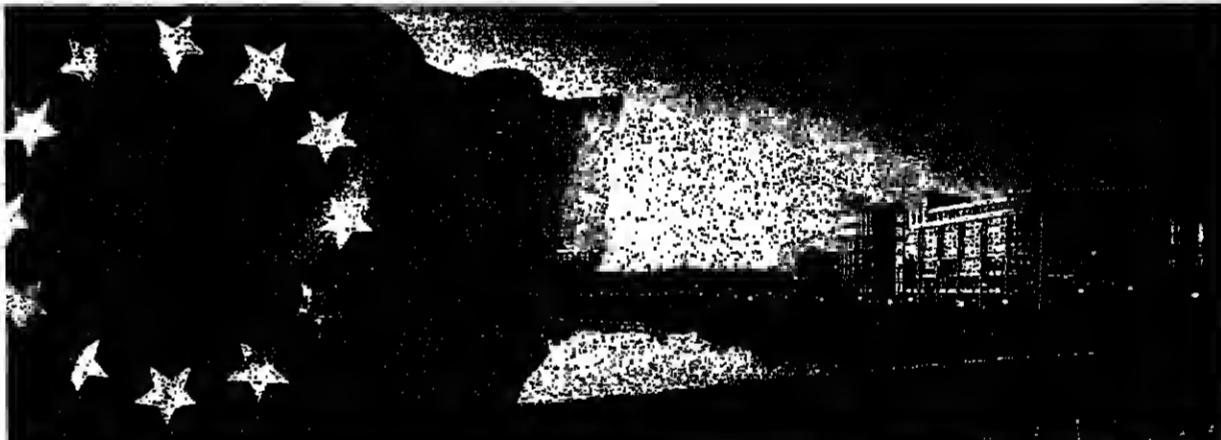
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SCOTLAND II

James Buxton examines the economy in the aftermath of recession

The cycle is different



Future perspective: a pedestrian access way to the exhibition centre in Glasgow

Picture: Tom Andrews

"Scotland," says Mr Jeremy Peat, chief economist of the Royal Bank of Scotland, "tends to outperform the UK during a recession, but do less well, relatively speaking, when the UK economy turns up."

The first part of that remark is almost an understatement. Scotland had a remarkably mild recession in the early 1990s. As Professor Donald MacKay, chairman of Scottish Enterprise, the economic development agency, pointed out in a speech a few days ago, the Scottish economy showed greater resilience in recession than that of southern Britain.

Redundancies in Scotland, he said, had been lower, the rate of business failures was smaller, real incomes increased more rapidly, manufacturing held up better, and retail sales were more buoyant.

To the amazement of seasoned economists, Scotland's unemployment rate was overtaken by the UK average in late 1991 and has remained below it - a phenomenon never seen since formal measurement of unemployment began in the 1920s. In January seasonally adjusted unemployment in Scotland was 8.4 per cent, compared with the UK level of 9.9 per cent, and unemployment in Scotland was worse than only East Anglia, the East Midlands and the South-West.

Just as Scotland never experienced the full force of the boom of the late 1980s, neither did it have to cope with the bust. Neither Scottish individuals nor Scottish companies became heavily indebted in the way that many in southern England did, and accordingly suffered much less when the economy turned down.

Scotland also suffered less, as Prof MacKay pointed out, because it had lost its smokestack industries in the 1980s and acquired, mainly through inward investment, a world-class electronics and information technology industry. In fact, if the category "electrical and instrument engineering" is stripped out of the official statistics, Scottish manufacturing output shows a worrying decline from mid-1991 onwards.

Yet shallow recession is still painful for many people and 9.4 per cent unemployment is far too high. It is hard to convince a Glasgow taxi driver, struggling to comprehend how the de-industrialised city now earns its living, that the disappearance of smokestack industries is anything but a tragedy and a betrayal.

The question now is whether the Scottish economy will follow its historic pattern, with its growth rate dropping below that of the UK, or whether some of the factors which made the recession in Scotland shallow will continue to preserve Scotland's relative buoyancy.

Most economic forecasters believe that gross domestic product growth in Scotland will lag slightly behind that of

the UK in 1994 and 1995, because southern England has the capacity to expand faster. The average of six independent forecasts of GDP growth in Scotland for 1994 and 1995 suggest that in 1994 the Scottish economy will grow by 2.4 per cent against the UK's 2.6 per cent, and the gap will be much the same in 1995.

The report *Regional Economic Prospects* by Cambridge Econometrics is unusual in suggesting that Scotland's GDP

is spending on infrastructure. Scotland is reckoned to have done relatively well in the 1994/95 public expenditure round. A big investment programme in roads is being kept up.

Every economy is a patchwork of light and shade. Prof Donald MacKay said in a speech last autumn that Scotland had had over the 1985-1992 period matched the efficiency gains achieved by the UK economy, but had failed to main-

tain its share of UK employment - if it had, another 140,000 jobs would have been created. "We have clearly failed to diversify existing businesses or introduce new activities," he said, pointing also to Scotland's low birthrate for new businesses.

This was despite having higher public expenditure per head than the rest of Britain, favourable treatment under regional policy, consistent success in winning inward investment and the benefit of North Sea oil at its doorstep. But while forecasts by Scottish Enterprise of a marked downturn in expenditure by the offshore oil industry were recently revised upwards, the offshore fabrication yards are desperately short of orders.

Scotland, having done relatively well out of defence expenditure over the decades of the Cold War, is now suffering from the defence cuts. The Rosyth naval dockyard in Fife has seen its workforce fall from 6,000 in 1988 to the current level of 3,600, because of a diminished workload from the navy. Last year the government awarded the contract for servicing Trident submarines to Devonport instead of Rosyth, and although it allocated Rosyth surface ship work until 2005, the yard's managers, say employment could by then have dropped to 2,200.

One potential bright spot highlighted by Mr Peat of the Royal Bank of Scotland is

likely to be hit by the decline in defence spending; that future inward investors might find eastern Europe a cheaper location than Scotland; and that Scotland might miss out on future developments in electronics. If nothing were done and no new inward investors came, employment might fall from the current 45,000 to 27,500.



HUGHES

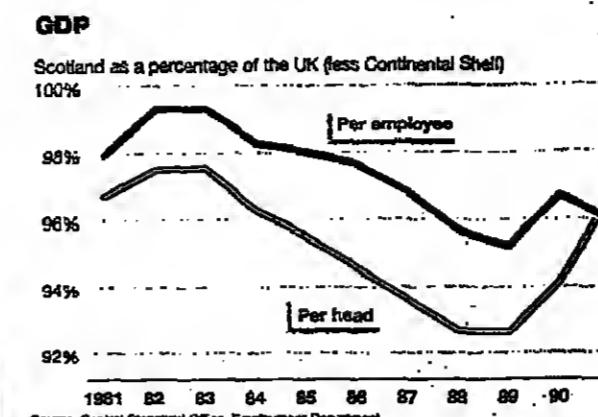
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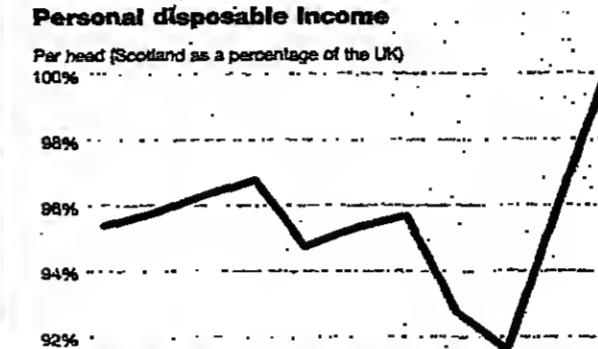
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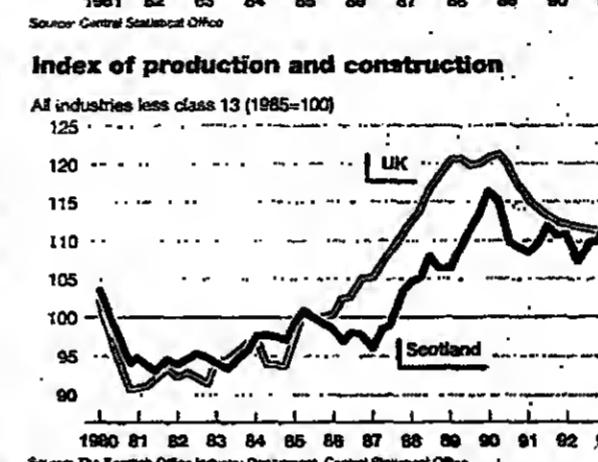
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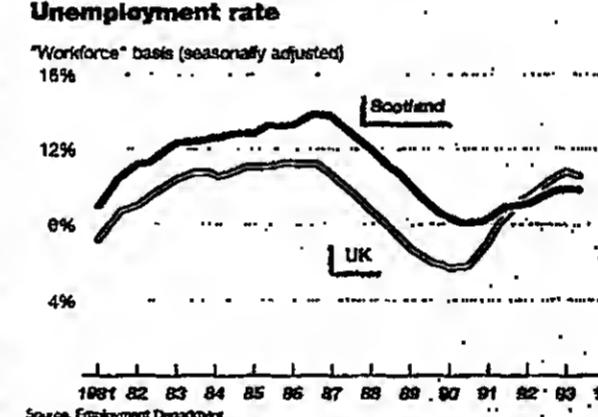
Source: Central Statistical Office, Employment Department



Source: Central Statistical Office



Source: The Scottish Office Industry Department, Central Statistical Office



Source: Employment Department

Andrew Bolger reviews the financial sector

'Quiet confidence' as recovery gathers pace

The financial sector, long one of the most vibrant parts of the Scottish economy, is in good heart.

Scotland's clearing banks have seen profits begin to surge as the UK's economy recovers from recession, bringing a drop in bad debts. Independent fund managers look back with satisfaction on booming world stock markets.

The main cloud on the horizon concerns the life assurance companies. They face regulatory uncertainty and difficult choices as to how best to market their products, now that competition from banks and building societies seems set to increase.

Mr Alfred Moon, a director of the Royal Bank of Scotland, the biggest clearer, feels "quiet confidence" as the country recovers from a downturn which arrived later than in England. Scotland has also avoided the problems of negative equity caused by the late-1980s property boom and subsequent crash in the south-east of England.

The Royal Bank intends to build on the success of Direct Line, its rapidly growing "direct-dial" motor insurer, by launching a new company specialising in sales of non-standard motor and home policies. The Royal also recently opened a new £1.6m dealing room in Edinburgh, geared mainly to offering capital market and foreign exchange services to its Scottish customers.

A slightly more cautious note is struck by Mr Peter Burt, treasurer and chief general manager of the Bank of Scotland, the second largest clearer. Although recession came later to Scotland, he believes it has by no means gone away. "There are still some after-shocks."

Lacking the Royal Bank's extensive network of branches south of the border, Mr Burt says the Bank of Scotland intended to concentrate further on developing niche markets such as credit cards, screen-based banking and venture capital.

An ebullient mood prevails at Baillie Gifford, the independent Edinburgh investment management firm which has increased its funds under management tenfold since 1984 to their present level of more than £10bn. The firm has

achieved this commanding position by attracting an increasing amount of money from UK pension schemes, which now account for more than 50 per cent of its funds.

Baillie Gifford is one of several Scottish investment firms which have won an increasing amount of business from US pension funds. Americans have wanted to tap their long-standing expertise in emerging markets, particularly in the Far East, and also use them as a route into investing in Europe.

Over the last 10 years Baillie Gifford has seen the proportion of its business in investment and unit trusts shrink from 76 to only 22 per cent of total funds, but the firm remains interested in the retail market.

Mr Gavin Gemmell, senior partner, says: "There is huge potential in Europe - for the first time in a generation the wealth in Germany has not been wiped out by war."

An American connection has certainly proved stabilising for Murray Johnstone, the Glasgow-based fund manager which recently sold itself to United Asset Management of the US. Rivals say settlement of the ownership question has been good for morale. Mr Gile Weaver, a director of Murray Johnstone, says the firm's 220 staff are responding well to a more performance-oriented environment. The Glasgow firm is one of only two global firms in UAM's stable of 38 fund managers and it hopes the new owners will bring further clients and more financial backing, if necessary.

More difficult challenges face Scotland's nine life assurance companies, which together command more than 20 per cent of the UK market in long-term life assurance and pensions, and employ more than 20,000 people. Last year Halifax, Britain's largest building society, announced it would sever its exclusive tie with Standard Life and set up its own insurance company.

The Edinburgh-based Standard Life, the UK's largest

mutually-owned life insurance company, sold 18 per cent of all its own business through Halifax offices in 1992. Standard intends to replace the lost Halifax business by building up its direct sales force, which already stands at 380 and will be increased to 1,000.

Mr Tom King, Standard Life's general manager of marketing, says he is confident that his company would thrive, but adds that the looming overcapacity in the industry was likely to lead to a shakeout.

Scottish Life is more typical of the other mutuals in that it relies almost entirely on independent financial advisers (IFAs) - as Standard Life does for 86 per cent of its business.

Mr Ray Milne, Scottish Life's assistant general manager of sales, says he is confident that IFAs would largely be exonerated when the current investigations into the mis-selling of pensions were complete, although all the transaction documents may not have been properly completed.

However, Mr Milne believes that struggling with this growing burden of paperwork has prevented the Scottish mutuals from developing new products in growing areas such as care plans for the elderly.

Concern about the future of the mutuals and the increasing pressures on banks to reduce staff contributes to the feeling that the great job-creating record of the financial sector in recent years has run out of steam - and could be reversed.

Scottish Financial Enterprise (SFE), the promotional body for the financial community, estimates that the sector accounts for about 15 per cent of Scotland's GDP and more than 10 per cent of its jobs. The number of jobs in the sector has increased by about 50 per cent since 1986.

Mr James Scott, executive director, says SFE had pinpointed the training of back-office staff as one area needing improvement. As a former senior civil servant in the Scottish Office, Mr Scott believes that government still thinks too much in terms of encouraging inward investment and job creation. He says: "A start-up in the financial sector is at least as valuable as one in manufacturing or tourism."

LOCAL GOVERNMENT

Tories redraw the map with ease

The map of Scotland is about to be changed by a bill which has so far passed with surprising ease through the standing committee considering it in the House of Commons. The bill will replace the current two-tier structure of local government with a system of single-tier authorities.

It will also remove management of water and sewerage out of the hands of local authorities and entrust it to three new water authorities under boards appointed by the secretary of state. There are no plans to privatise Scottish water, but the private sector will nevertheless be heavily involved in upgrading the water and sewerage systems.

Labour-controlled Strathclyde region argues with some force that it offers considerable economies of scale in administering such services as education, police, fire, and transport over a very wide area. It operates the biggest passenger transport authority in Britain with British Rail providing an efficient and expanding commuter rail service whose coherence could be in jeopardy under a large number of councils.

Lothian, a much smaller region which is nevertheless to be split between Edinburgh and two other councils, has also put forward a case for a single unitary authority. So far the only major concessions the government has made during the passage of the bill are on the boundaries of the new councils. Ayrshire is to be split between Edinburgh and two other councils instead of two, Inverclyde is to be carved out of West Renfrewshire, and Berwickshire is not after all to be merged with East Lothian. These changes, which make the gerrymandering charge slightly weaker, took place partly because of pressure from local Tories. But they mean that (including the three island councils) there will now be 30 new councils instead of 28 and Strathclyde will now be broken into 12 not 10 councils.

Mr Lang, asked by the Financial Times whether the reform would lead to savings and "big improvements" in the cost of public services, said he finds that local government reform is a popular change

local government, said it was "largely driven by the wish to create more efficient, more coherent, more accountable local authorities. I'm certain there will be savings of some substance as a worthwhile side-benefit. But it's driven by the natural allegiances, the history and traditions, Scottish geography and demography."

He went on: "The strength and diversity of what we are proposing will result in having a single tier with a clear focus for the delivery of local services. The fact that we are able to contemplate savings which could amount to £1bn over a 15-year period is tremendous."

Mr Lang said he got the impression when he travelled round Scotland that the local government reform was a popular change. "Let's be honest. A lot of people don't worry too much about how their local government service is delivered as long as it's delivered efficiently. If they stop to analyse why it's delivered inefficiently and expensively in many cases it's the result of the duplication and bureaucracy and the expense and inefficiency that two-tier structures bring."

James Buxton

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An artist's impression of the bridge under construction from the Scottish mainland to the Isle of Skye - visible symbol of government determination to push the private sector further

Tom Lynch looks at government efforts to increase the private sector in the economy

High tolls over the sea to Skye

The bridge reaching out from the mainland to Skye is the most visible symbol of the government's determination to push forward the frontiers of the private sector in Scotland.

Those frontiers will not be cheap: the bridge will have the highest tolls in Britain. Supporters of the project say that people pay for the less convenient ferries in any case, and that the bridge will be toll-free when the contractors pay off the cost of building it - some time in the next 20 years.

Opponents say the bridge should be part of the roads system. They point to the low tolls on other bridges and lament the government's abandonment of its 1979 policy that the islands should not be disadvantaged by high transport costs.

The bridge is being built by a joint venture between Miller Construction, a privately

owned Edinburgh company, and Dykerhoff Widman. The consortium will operate the bridge and collect tolls.

The scheme symbolises the government's determination to pursue its policies in a country where it is increasingly accustomed to being a political minority. For example, only one tiny (80 pupils) school has voted to opt out of local authority control - and a strenuous political campaign, including intervention by the Sunday Times newspaper, failed to get the government a result at Paisley grammar school last year.

In England and Wales, contracting out of local authority services had a high profile through the 1980s. Right-wing councils such as Wandsworth in London enthusiastically privatised service provision. In Scotland, there were no Wand-

swords to blaze trails in the Labour-dominated local government scene, but compulsory tendering has brought a steady rise in contracting out.

As in England and Wales, the electricity industry was sold. ScottishPower and Scottish Hydro Electric are regarded as the flagships of Scottish privatisation, realising £23.5bn, but water and sewerage were not. They were too firmly locked into the local authority structure (and the ultimate commercial sanction, disconnecting a household, is unlawful in Scotland).

Almost all the factory portfolio of the Scottish Development Agency, now re-formed as Scottish Enterprise, was sold in 1990, and £50m-£60m a year in assets in the five new towns are being sold in preparation for their winding-up by 1996. The next move in privatisa-

tion is likely to be Scotrail, one of the first seven British Rail franchises to be offered. The government hopes that this will be run by the private sector by early 1995.

The Scottish rail network is nearly self-contained: 95 per cent of services run entirely within Scotland. It is this which has impelled potential bidders to lobby for the franchise holder to have control of the track, as well as for the services. This vertical integration is strongly opposed by Railtrack, which is to take over ownership of BR's track and signalling, but there have been indications that the government may be sympathetic.

In the Scottish Office - subjected to market testing, like the rest of the civil service - a steady £10m-£15m a year of work is being contracted out. The department has few large

blocks of work to hive off: most management units employ fewer than 50.

Scottish Enterprise and its equivalent, Highlands and Islands Enterprise (HIE), and other quangos such as the Scottish Tourist Board are required to contract out services where possible. HIE has even contracted out its investment appraisal.

Steps are being taken to change the law to allow prison privatisation, legalised in England and Wales in 1990.

State-owned bus operations have been sold and privatisation of council-owned fleets is well under way, but privatisation of Caledonian MacBrayne, the islands ferry operator, was rejected. KPMG is reviewing Scottish Office subsidies for all shipping services and is expected to report, within the next two months, on the scope for

private sector involvement. The forestry industry (important in Scotland, overseen by the Scottish Office) is also under review. Outright privatisation is thought to have been rejected by the ministerial working group. It is expected to report later this year in favour of increased private sector participation.

The local government reform bill, currently before parliament, provides for three new state corporations to run all water and sewerage from 1996. Lack of private sector expertise in the area means that English and French companies are prominent in offering the sought-for private investment: councils are discussing, with private sector consortia, about a dozen "build, own and operate" schemes for sewerage provision valued at £1bn. However, there are hopes that Scottish utilities may take an interest.

This new stress on private participation in the public sector, spearheaded by the government's private finance initiative, is allowing the pace of privatisation in its broadest sense to accelerate in Scotland.

The increase in tempo poses a challenge for Scotland's private sector. Because contracting out has been slow to get off the mark, Scottish companies are less likely than their southern colleagues to have the bidding experience.

Current uncertainty over transfer of undertaking rules - the EU directive which protects the rights of workers whose jobs are contracted out - is having a particular effect on smaller companies thinking of bidding for some of the packages of work on offer.

Mr Peter Fleming-Wilson, former chairman of the Cleaning and Support Services Association, says it is difficult for contractors to decide whether it is sensible to bid, when even taking counsel's opinion on whether the rules apply is expensive. He believes a pattern is beginning to emerge, although contractors still have to do their homework.

Neither does he feel that all councils are as helpful to contractors as they might be. True, the Scottish Office has seldom found grounds for intervening in tendering exercises, and no direct labour organisations have been closed down, as has happened in England. Tendering will be slowed during local government reorganisation.



The Tay road bridge south of Dundee

Picture: Tony Andrews

High road, low road

The reform of local government may spark more opportunities for the private sector: the new smaller unitary authorities will not have the capacity to take over from the large regional councils in maintaining principal roads.

Some of these roads are likely to become government-managed trunk roads. It is not yet clear how maintenance of this bigger trunk network will be organised, but the government may want to expand routine maintenance contracts.

It is possible to envisage a contracting consortium building a road and delivering it ready to operate (a national road charging system would allow payment according to how quickly the road was ready for traffic), followed by a management contract with another consortium.

Current government thinking means that, probably, the element of risk-sharing would be increased.

New road schemes are being explored - a potentially large amount of road building, given the size of Scotland's trunk network.

• Four consortia are interested in building a second Forth Bridge - the need for which is a matter of some controversy. Any new bridge would be associated with improved road and other transport links from the bridges and the airport to Edinburgh.

• A new road link between the M8 Glasgow-Edinburgh motorway and the main M74/M6 cross-border road is also under consideration, together with improvements to the Kincardine Bridge across the Forth between Edinburgh and Stirling.

• Another potential opportunity is the proposed national driver information system for Scotland (the government is currently engaged in a consultation exercise about this).

Upgrading of the electronic information system around Glasgow is proposed, and the creation of a new system in the Edinburgh area.

Officials claim that the Scottish Office's integrated structure allows it to plan important road developments without the tensions surrounding similar schemes under discussion in Whitehall.

Tom Lynch

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FT 16/2

SCOTLAND IV

□ Aberdeen

North Sea learns to live with low tide

North-east Scotland has learned to live with the oil industry, which has set it apart from the rest of the UK economy, producing local booms in times of national recession and local recession when the good times are rolling elsewhere.

Now the UK economy is struggling out of recession as the North Sea suffers another employment downturn, but there is cautious optimism in the area (Aberdonians are unfamiliar with reckless optimism) that the north-east is not about to head off in the other direction again.

Professor Alec Kemp, of Aberdeen University's economics department, says North Sea employment probably peaked in 1991 and is falling slowly. The combination of the current very low oil price and a high production cost per barrel because of lower production levels from oilfields developed in the 1970s has, he said, pushed companies to look for ways to economise.

Many new fields are smaller and require fewer people. Exploration drilling has slowed since last year's petroleum revenue tax changes.

Mr Tom Snowling, economic research officer with Grampian regional council, agrees that the oil companies, learning from the mistakes of the 1970s and 1980s, are much more cost conscious - a far cry from the industry's free-spending days, when oil companies paid top rates for the skilled people on whom traditional fishing and farming, paper and textiles industries had relied.

Technology has helped. New drilling techniques mean fewer platforms are needed to get the oil out, and smaller crews are needed for the platforms. For example, Total's Dunbar jacket and topside is designed for a crew of 16, a fraction of what would have been needed 10 years ago. Hook-ups of platforms are now done with a few hundred people (a legend of the 1980s is of 3,000 people on one platform, where there was standing room only).

But it is thought that only about a third of the 27,500 offshore workforce live in the area, most live in central Scotland, north-east England and further afield. Prof Kemp says

the effect on the local economy of the offshore slowdown will be offset by continuing relocation of high-skill, high-wage personnel.

Intense local lobbying helped push the Department of Trade and Industry last year to relocate to Aberdeen part of its petroleum exploration directorate. That, says Professor Kemp, will have a knock-on effect in relocation of oil company personnel who have to deal with the DTI on new field development and field abandonment.

There is also, he says, a continuing movement of oil-related companies to the north-east simply because it is still cheaper than south-east England and more cost-effective to be nearer the activity.

One change in the industry which could have long-term implications is the trend, among oil producers, away from engaging a large number of specialist contractors, towards partnership agreements with a small number of prime contractors.

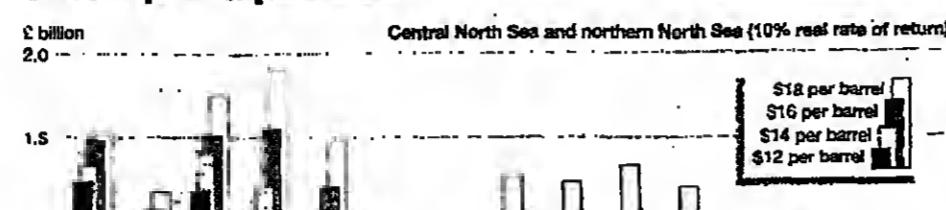
The bigger service companies are now signing long-term arrangements with operators where, says Sir Ian Wood, chairman of John Wood Group, Scotland's largest private company, "they are helping an operator drive his business. We sit down with the operator and try to understand what he wants to achieve and work with him in ways in which work in his risk."

Five years ago his company would have sought a straightforward maintenance contract on one platform. Now it will negotiate, with an operator and five or six specialist subcontractors, a design, construction and maintenance programme on a number of platforms.

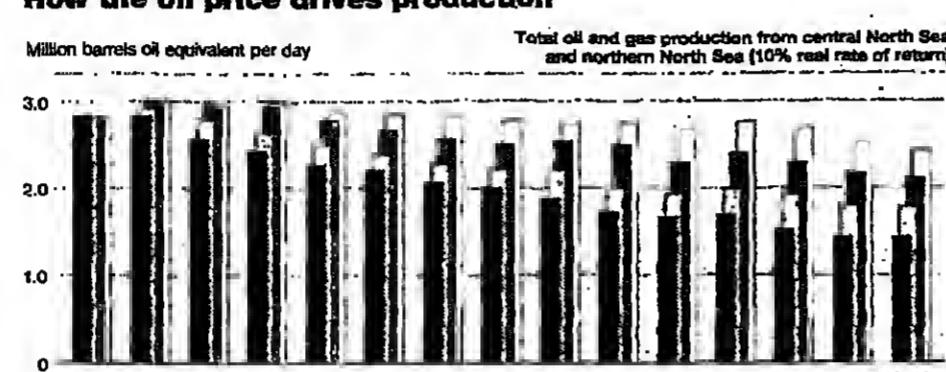
This, he says, has cut costs. In the longer term, such companies could diversify into other areas, such as power generation, and should have the size and expertise needed to operate in the international oil marketplace. Sir Ian talks of consolidating a "mini-Houston" in north-east Scotland.

Sir Ian, who is also chairman of the government-backed economic development body Grampian Enterprise, acknowledges

Total capital expenditure



How the oil price drives production



Unemployment by travel-to-work area (December 1993)

	Males	Females	Total	% rate	Change since November
Grampian	10,433	3,466	13,904	4.8	+478
Scotland	184,070	52,444	236,514	9.3	+2,364
UK	2,146,045	632,651	2,782,696	9.9	+13,254

Source: Economic Development & Planning Department, Grampian Regional Council

not advertise the vacancies.

Mike Stephen, group managing director of Grampian Country Food Group, a large-scale pork and chicken producer, says oil took away a lot of young lads who would have worked on the farm or driven trucks, but agrees that "it's not every married man with a family who wants two weeks on and two weeks off".

But difficulties in getting process labour are pushing his company harder to find technological improvements, although much of his process labour is female, for which there is less competition.

His company is an example of how food production, that most traditional of all industries, is becoming concentrated in a small number of large companies - driven, he says, by hygiene regulations. Turnover is up from £1m in 1990 to about £180m last year and, like other dominant food processing companies in the area, it is under local ownership. The area is strong in locally-owned premium food brands, such as Baxters of Speyside and Walkers of Aberlour.

But behind the big, successful food companies there are also small traditional farms whose finances have recently been fragile. And it is those family farms which underpin the economies of small towns and villages throughout the area, where the eventual loss of oil industry commuters can be expected to hit very hard.

Tom Lynch

Putting themselves in the same category as the - mainly southern - EU countries qualifying for maximum EU funds was uncomfortable for officials at HIE, who have long stressed the area's high-technology potential.

However, they could stress the region's remoteness. One key indicator was sparsity of population, which is the lowest density in the EU. Only 2 per cent of the land is arable.

Since remoteness was such an important reason for win-

□ The Highlands

EU funding may be a ray of hope in the gloom



Glass making in Caithness

Picture: Highlands and Islands Enterprise

season seemed to be much better.

HIE aims to extend the season, lengthen accommodation occupation levels and encourage visitors to travel more widely. Mr Brady says: "Autumn tourism is good, with significant activity in October. We must concentrate on the spring, which is only busy around Easter."

By giving employment for about eight months a year, HIE hopes the local population will see local tourism offering practical full-time jobs.

The salmon farming industry, which employs more than 6,000 people and has brought much-needed work to even the remotest areas, is a particular area of concern.

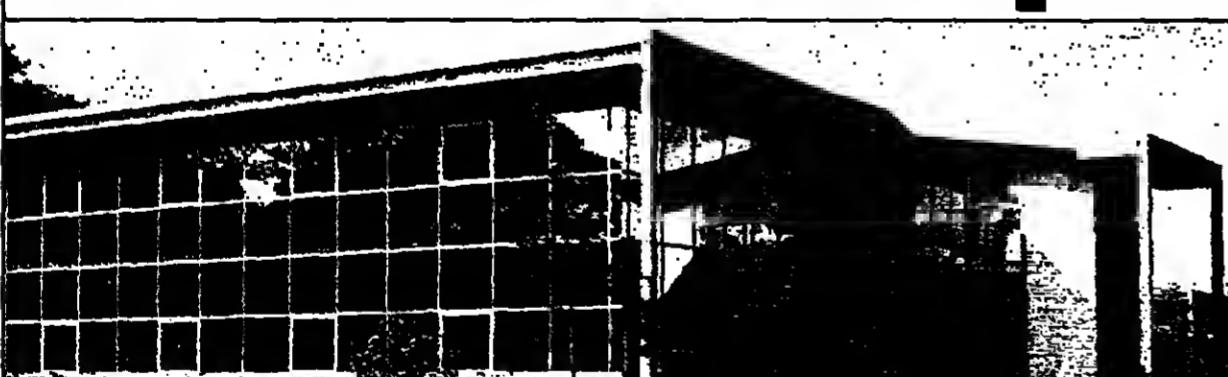
A recent study of Norwegian salmon farming by Ernst & Young, the accountancy firm, concluded that over the past five years the industry has enjoyed a 20 per cent subsidy on its cost of production from the Norwegian government.

Because of a surge in Norway's production, salmon prices in the EU have collapsed well below the break-even point of many Scottish producers. Some 85 per cent of Norwegian salmon is exported to the EU. Brussels recently lifted the minimum import price to £2.74 a kilo, but Scottish farmers say this is still insufficient to restore their profitability.

Mr Brady says: "We have tried very hard to put pressure on in Edinburgh, London and Brussels - but it is not an issue over which the UK government wants to have a stand-up fight with the Norwegians."

Andrew Bolger

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Such are the images mentioned when foreigners are asked what Scotland means to them. Harnessing these visions of unbridled nature into something commercial might seem like trying to sell Scotch in a bottle, but the leaders of Scotland's food and farming industry are intent on doing just that. They want to create a trade mark to promote food and drink products for their purity and quality.

The National Farmers' Union of Scotland, which has initiated quality marketing schemes for several agricultural sectors, says the Scottish Quality Mark would emulate the Appellation Contrôlée system for French wine or the Woolmark for knitwear.

In January the government gave the go-ahead for a business plan showing how the quality mark would operate. The plan, which should be ready by the summer, follows a report by the government-appointed Scottish Food Strategy Group.

Mr James Millar, chairman of the group and of the Dundee-based supermarket chain, Wimpy, says the mark would probably first be used for sales in the UK and selective continental markets where Scottish produce has a particularly good image. These include Paris and other big French cities, southern Germany and northern Italy. The report says that, while Scottish salmon and whisky are well-known, the level of perception of the general range of Scottish food products remains low throughout Europe.

Farming experts say the French market needs aggressive marketing because of the drawbacks associated with its natural advantages. It is also remote from the cities where most of its potential customers live. Targeting markets will be all the more important as the GATT deal and Common Agricultural Policy reforms prepare further protected European markets for exposure to world market forces.

Livestock products account for 45 per cent of Scotland's agricultural output. But com-

petition for outlets will probably increase as CAP reform reduces the amount of beef being accepted into intervention stores and forces more on to the open market.

Fortunately for Scottish producers, animals reared using non-intensive farming methods - the only way to farm much of the country's hilly terrain - not only receive extra subsidies from Brussels but appear to be what consumers want.

Exporters such as ANG Group, Scotland's biggest animal co-operative, are finding a ready market on the continent.

Like overall food output, beef production is 1 per cent or less of the EU total. Scottish producers need to do more to help themselves, for example by ceasing to export live animals and whole carcasses to France, says Mr Donald Macrae, TSB Bank's agricultural specialist.

"It seems quite wrong to give

all the 'value added' to the French," he said. "It would be a lot more sense for us to do the processing here."

About 15 per cent of Scottish beef is already being sold through a scheme guaranteeing its quality. The Farm Assured Scotch Livestock scheme, promoted by the NFU, puts 500,000 lambs and 75,000 cattle to market each year.

Quality assurance schemes provide codes of practice for farmers and standards for processors on, for example, animal welfare, feeding, chemical inputs, hygiene and slaughter.

The product's history is traceable back from the supermarket shelf through processing to the production stage. Consumers want to be assured that farming is environmentally friendly," says Alastair Alexander, NFU marketing director.

Scotland already has schemes for pork, salmon, trout, cheese and venison and others are planned for cereals and soft fruit. The financial advantages can be considerable. Consumer research showed that 75 per cent of consumers were prepared to pay more for Scottish salmon with the "Tartan Mark" guarantee of quality. This salmon was the first foreign product to be awarded the "Label Rouge" - a French mark of superior quality - in 1991 and commands a premium of 10 to 12 per cent above other Scottish salmon sold there.

But introduction of a single Scottish quality mark faces potential obstacles. It must be accepted by leading retailers, who may be sceptical about its usefulness, said Mr Macrae. "I can see some retailers saying: what is the quality mark doing for us? It needs to have a decent amount of money so it becomes established in people's minds and the big retailers can't ignore it."

The food strategy group called for £450,000 a year for the body operating the mark, £2m for a launch campaign in the UK, and an annual promotion budget for all its markets of at least £5m. The government and private sector will need to be persuaded of its worth.

Scottish food manufacturers already well-established in foreign markets may be reluctant to share a common quality mark that could be more useful to smaller competitors than to them.

Winning over farmers may prove difficult too. Some farmers - such as hill farmers who sell their sheep to be fattened on richer lowland pastures - are a long way from the final consumer, and marketing may seem irrelevant.

The food strategy group admits there is some reluctance to join quality assurance schemes. Mr Macrae goes further, accusing some farmers of a lack of vision. A survey of farmers by the TSB and the NFU found concern that membership of a scheme would involve hefty costs and much record-keeping - both misconceptions, according to proponents of the schemes.

"It's not the cheapest that wins," says Mr Macrae. "Farmers have to buy the quality argument, and in many cases they don't."

POLAND

Friday March 18 1994

The agreement with its London Club creditors signed last week, re-opens access to international capital markets for central Europe's biggest economy and most strategically-placed country. Anthony Robinson and Christopher Bobinski look at future prospects

Cleared for take-off

The biggest potential obstacle to Poland's future prosperity was removed last week when Warsaw and its London Club bank creditors signed a debt reduction and rescheduling agreement. The deal gives Poland an overall 42.5 per cent reduction on its \$13.2bn commercial bank debt, stretches repayment over 30 years and, most important of all, re-opens access to international capital markets for central Europe's biggest economy and most strategically-placed country.

The London Club deal closely followed approval by the Polish parliament of another tight budget for 1994. This won approval from the International Monetary Fund, thus paving the way for implementation of the second and final stage of a 50 per cent cut in Poland's \$33bn debt to the Paris Club of official government creditors agreed in April 1991.

While Poland was in default many potential investors, including foreign banks, preferred to wait on the sidelines. It had to pay a premium for its foreign borrowing while equity investment favoured Hungary or the Czech Republic, even though Poland's strong economic growth and 39m-strong domestic market were seen as increasingly powerful attract-

Procter and Gamble.

The beauty of the Paris and London Club agreements taken together is the prospect they provide of Poland being able to attract the medium- to long-term capital needed to help finance the infrastructure development required to underpin sustainable economic growth.

Poland is preparing to build a network of east-west and north-south toll motorways, to modernise the main east-west rail links through Poland between Berlin and Moscow and transform its outmoded telecommunications.

Lot, the Polish airline which has just survived a bruising encounter with traffic-hungry British Airways, has already re-equipped itself with western aircraft.

Even taken singly these projects are beyond the financing capacity of both the Polish banks, themselves in the process of re-capitalisation and consolidation, and the cash-strapped Polish state. And the list is not exhaustive. Heavy investment is required to modernise the coal, steel and other heavy industries, both to reduce pollution and to complete the adjustment to a rational market economy from the distorted, command economy inherited from the communist past.

An estimated \$3.5bn alone will be needed to finance the construction of the 700km-long Polish section of the projected new high-capacity gas pipeline from northern Russia's Yamal peninsula to Germany and other EU markets.

Orders for all these projects are likely to favour those companies which have invested in the appropriate production facilities in Poland.

The government has already specifically tied foreign participation in telecommunications modernisation to investment in Polish production facilities.

Even before the expected investment boom begins, the Polish economy has been showing signs of remarkable dynamism. The economy grew by 4 per cent last year and GDP is expected to rise by a further 5 per cent in 1994. Poland was the first to intro-

ECONOMY	
Area	312,650 sq km
Population	38.8 million (1993 estimate)
President	Lech Wałęsa
Currency	Złoty
Exchange rate	1992: \$1=21.12, 12,902.61 1993: \$1=21.17, 360.71

1992 1993	
Real GDP growth (%) ¹	1.0 4.0
Industrial production (%) ²	3.9 8.1
CPI (%) ³	44.0 36.0
PPI (%) ⁴	28.5 35.4
Real wages (%) ⁵	-3.75 -2.87
Trade (US\$ billion)	
Exports	13,997 13.5
Imports	15,485 15.8
Balance	0.512 -2.2
Current account balance (US\$ billion)	-0.289 -2.267 ³

¹ = Year-on-year percentage change
² = December over previous December
³ = January - November
⁴ = Central Economic Intelligence Unit, December & official statistics

tion. Now the decks have been cleared for the least bureaucratic and most productive kind of investment - equity investment by foreign companies bringing with them managerial and technological know-how, new products and access to global markets.

This is the kind of capital needed to underpin future export-led growth, as has already been demonstrated by those companies such as Fiat and ABB who looked beyond Poland's short-term problems and took a strategic view of Poland's long-term future five years ago.

Fiat is in the midst of a \$2bn investment programme and already exports the bulk of its Polish-produced Cinquecento model to Europe-wide markets. With a much more modest investment ABB has bought or set up a dozen companies employing more than 8,000 people. It is exporting heavily and using its re-trained Polish personnel to spearhead ambitious expansion plans in Russia and Ukraine.

The list of international companies investing in Poland was growing fast even before the London Club agreement. But the bulk of them were consumer-oriented, ranging from Cadbury-Schweppes and McDonald's to Unilever and

duce traumatic market-oriented reforms in January 1990 and has become the first post-communist economy to emerge from the initial collapse of unwanted and uneconomic output.

The economy has already been transformed by the phasing out of subsidies, the transformation of the zloty into an internally convertible currency, and the unforeseen decline in trade with the east which followed the death of Comecon, the old communist



Lech Wałęsa: manoeuvring for position behind the scenes



Waldemar Pawlak: Peasant Party premier all at sea on a Baltic gas rig

trading organisation. Such a transformation in such a short time was bound to be traumatic. The winners are easy to see. For bright, energetic youngsters, and entrepreneurs of all stripes, including many from the former communist nomenklatura, who were frustrated under the old system, this is a great time to be alive.

City streets are full of new cars, banks, shops, hotels, restaurants. Millions of Poles are sitting on paper profits from

one of the most spectacular stock market surges. Up to 8m Poles are expected to pay a nominal sum for shares in the partly foreign-managed National Investment Funds which will be set up this year to manage up to 600 state companies to be privatised under the mass privatisation programme.

But nearly 3m are officially unemployed, the streets are almost as full of beggars as those in London or New York. Drug addiction, prostitution,

theft and violent crime are all sharply higher, and more visible. The strain shows in a rising death rate, lower life expectancy and a steep fall in the birth rate.

The housing shortage remains acute, the health service is starved of funds, the education system likewise. The former heroes of socialist labour, the steel workers, miners and railwaymen, and much of the intelligentsia, have seen their industries, professions and status downgraded. Income differentials have widened dramatically. Farm incomes alone have halved over the past five years as domestic subsidies were cut and EU-subsidized food imports flooded in.

All these people have votes. Last September the peasant farmers and workers who once supported Solidarnosc rejected the amateur politicians who replaced the communists in 1989. They voted back into power two parties with roots in the communist past, the Peasant party (PSL) whose leader, 34-year-old Waldemar Pawlak, is the prime minister, and the Democratic Left Alliance (SLD) led by Mr Alexander Kwasniewski.

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Editorial production: Roy Terry

The coalition controls more than 60 per cent of the seats in parliament. It has the power to rewrite the constitution and can re-define and reduce the role of President Lech Wałęsa who comes up for re-election next year.

The government has a strong majority and faces a weak and divided opposition. In theory it could last the full four-year life of parliament.

This is unlikely. The coalition partners do not like or trust each other and the unpredictable Mr Wałęsa is busy manoeuvring for position behind the scenes. There could well be a government crisis at any time followed by early elections, possibly to coincide with the presidential vote.

The important thing is that economic and other reforms are now irreversible while the governing parties, and particularly the SLD leadership, share the consensus view that market reforms must continue. Poles only have to look east to Russia, and even more so to Ukraine, to compare the benefits of sticking with painful reform with the misery of prolonging the process indefinitely by half measures and backward steps.

Can you rebuild a nation's industry without starting all over from scratch?

The collapse of the Comecon revealed a desolate industrial and economic Eastern European landscape - unwieldy structures operating inefficiently and creating large-scale abuse of the environment.

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Bankrupt economies can't rebuild themselves from scratch, but Western expertise and investment can be attracted to help. In May 1990, ABB formed a joint venture with two Polish companies lacking the key skills necessary to survive in a competitive world economy. Technology transfer agreements were signed, and the new ABB Zamech restructured every operating function, installing clear lines of responsibility. Within 18 months the Polish company had been transformed into a center of excellence for the manufacture of gas and steam turbines. Production times had been halved. And by 1991 ABB Zamech was using about one third less electricity, gas and water per unit of production.

With total commitment on all sides, the effective transfer of technology, skills and responsibility to local management can work wonders - both for the economy of Eastern Europe and the world we all share.

Yes, you can.

POLAND 2

ECONOMY



Sustainable economic growth appears to be within grasp, says Anthony Robinson

Expectations continue to soar

The Polish economy is expected to show the fastest economic growth in Europe again this year, thanks to higher productivity, rising domestic and foreign investment and growing exports. The gross domestic product (GDP) is projected to rise by 5 per cent after a 4 per cent officially reported increase in 1993 which bankers believe probably understated the real growth in the private sector.

Total output is now close to levels attained before the 'shock therapy' reforms of 1990, followed by the collapse of the Soviet market in 1991, which sent output from the old state industries into a tailspin. Sustainable economic growth appears to be within grasp, given reasonable political stability domestically and no destabilising shocks from Poland's eastern neighbours. Industrial output at the end

of 1993 was 8.1 per cent higher than a year ago while growth in the under-recorded and previously underdeveloped service sector has risen even faster.

But the volume indicators fail to tell the full story of an economy which now produces goods and services of a much higher quality than four years ago – but employs 3m fewer workers to do the job.

Socially and politically, high unemployment is a big worry. But economically it means that strong productivity gains are underpinning the transformation of the economy and creating the basis for rising profits, a growing rate of capital accumulation and job creation.

The underlying improvements have been overstated by last year's 900 per cent rise in share prices on the Warsaw stock exchange which pushed price-equity ratios to dizzy heights. But the emergence of

a toughly regulated, reasonably efficient stock market is undoubtedly one of the main economic developments of the past 12 months.

This year should see rapid expansion in the number of listed companies, from the present 22, and a flood of new issues and capital increases as private companies take advantage of high share prices to raise cheap equity capital. The government is also expected to exploit this new channel by selling off parts of state enterprises through share issues.

Strengthening of the financial infrastructure generally is also a high priority with 23,000m zlotys (31bn) earmarked in the budget for re-capitalisation of the state-owned banks while smaller undercapitalised private banks will be taken over by bigger groups under central bank supervision.

After lengthy delays, the mass priva-

tisation of more than 400 state enterprises and the transfer of managerial control to 20 new national investment funds (NIFs) is expected to be finalised by the autumn, along with the creation of new pension funds, investment trusts and insurance companies.

Inflation, measured by the consumer price index, rose sharply at the end of 1993, due to a hiccup over meat prices, although the average dropped to 36 per cent last year from 44 per cent in 1992. Price increases dropped back to 1.6 per cent in January, in line with projections of a decline in inflation to 27 per cent on an annualised basis this year.

Prospects for future growth, meanwhile, have been enhanced by last week's London Club agreement for a 42.5 per cent reduction of Poland's \$13.2bn foreign commercial bank debt. This should greatly facilitate the inflow of foreign investment required to modernise the economy and fund ambitious infrastructure schemes.

Sustained growth and reducing inflation to single digits by 1998 as planned by the National Bank of Poland, the independent central bank headed by Ms Hanna Gronkiewicz Waltz, also requires continuing political will to meet IMF-approved monetary and fiscal targets in the face of

growing political pressure for higher social spending and trade union demands for higher wages.

The centre-left coalition government formed after last September's elections inherited the outlines of a stringent budget.

The revised budget with its deficit ceiling of 83,000m zlotys, around 4.1 per cent of GDP, even survived the resignation of Mr Marek Borowski, the finance minister, and a power struggle between the coalition partners over control of economic policy.

The stronger reserve position is accounted for partly by the spending of foreigners, including plane loads of shoppers from oil-rich Russian towns and more than 45m German day-trippers attracted by cheaper shopping.

But reserves have also been

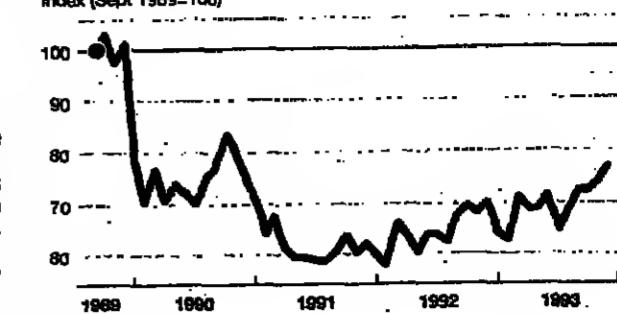
benefited from rising foreign investment in the Warsaw stock exchange and in Polish companies and from the capital flight out of Russia last year.

Several other indicators also suggest that real incomes and the level of overall economic activity are probably higher than officially stated. An 11 per cent rise in retail sales in real terms last year, indicates that disposable incomes have been rising although official statistics point to a further 2.9 per cent decline in average real wages last year.

The progress already made is impressive. Most subsidies and distortions have been removed, many of the most energy intensive and polluting factories, mines and plants have been closed, restructured or downsized. More than 60 per cent of the economy is now privatised

Industrial output

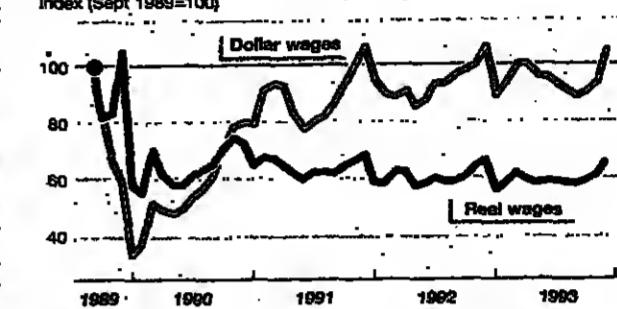
Index (Sept 1989=100)



Source: World Bank

Wages

Index (Sept 1989=100)



Source: World Bank

Poverty stalks the losers

Despite the irrefutable evidence of greater prosperity generated by a substantially transformed economy many Poles feel excluded from the benefits. Out of a population of 38m, nearly 9m are pensioners and almost 3m are registered as unemployed. More than 700,000 of the unemployed, those without jobs for over a year, are no longer eligible for unemployment pay and have to rely on other forms of social security, although many are able to supplement their small official incomes by part-time work and moonlighting.

Sociologists believe children are the main sufferers from the poverty to which the abolition of food, housing and heating subsidies has exposed families of the unemployed or those on low incomes. They are most exposed to the high prices which have replaced the subsidised basics of the socialist past.

By the end of 1993, the real incomes of Poland's 15m wage earners were still 2.9 per cent

below the levels of December 1992, in spite of a 9 per cent rise in real average wages in December. For millions of workers and the unemployed real incomes remain well below 1989 levels, although the quality and variety of goods available is much higher than five years ago when imported or domestically-produced consumer goods were in short supply.

In March the hated *poprawka*, or tax on public sector wage increases, is being abolished, as promised by the SLD during its election campaign, although it is being replaced by a similar wage restraining mechanism.

The coalition government of former communists and peasant farmers is sensitive to the demands of its worker and peasant electorates for greater social security, more social spending and higher wages. But it is still probably true that the rapid growth of the private sector, which now accounts for around 60 per cent of total employment, holds out

Anthony Robinson

Inflation

Consumer Price Index

Percentage change (annualised)

Source: World Bank

Producer Price Index

Source: World Bank

Flow of funds quickens

While Poland remained in default on its foreign debt it was forced to rely primarily on foreign governments and the international financial institutions for the bulk of its foreign borrowing requirements. This will now change.

The World Bank alone set aside more than \$3.5bn for lending to a wide range of projects in Poland from agricultural modernisation to banking reform and environmental protection.

The EBRD has more projects in Poland than any other former communist country and the International Finance Corporation has invested more than \$250m.

Until now the rate of disbursement has been rather slow, reflecting bureaucratic and political delays and institutional limitations to Poland's capacity to absorb such funds.

But the London Club agreement opens the way to a much more efficient use of capital by allowing Poland's fast-growing enterprise sector to raise equity capital abroad and allow the Polish state to raise funds from the syndicated loan market on more favourable commercial terms.

Recent months have seen a considerable increase in foreign equity investment.

But the \$2.3bn which has flowed into Poland over the past four years compares poorly with Hungary which has attracted more than \$7bn and has only a quarter of Poland's nearly 35m-strong domestic market.

The bulk of equity investment has been made by the multinational consumer goods manufacturers who have been busy buying and modernising existing plants and shops, building new greenfield factories and bottling plants and advertising heavily to create brand recognition and brand

loyalty.

The two biggest foreign investors to date are Fiat, which has committed \$2bn to expanding output and building up the country as the sole source for Europe-wide sales of its new Cinquecento model, and Coca-Cola which has already invested \$170m and has committed another \$50m in fierce rivalry with Pepsi-Cola.

But the fast expanding list of consumer goods companies attracted by the prospect of a rapid growth from a low base in a large market now includes the leading detergent and household care companies, including Unilever, Procter and Gamble, Henkel, Benckiser and Cussons, the big fast food chain from McDonald's to Burger King and Pizza Hut, and a growing number of chocolate, confectionery and food processing companies and breweries.

Latest forays into the consumer field include Cadbury Schweppes, which has just built a \$30m chocolate factory in its European site near Wroclaw, and Nestle which paid \$23m for a 45 per cent stake in the Goplana confectionery factory near Poznan.

At the beginning of March Heineken paid \$40m for a 25 per cent stake in Zywiec, the recently privatised brewery. The Heineken deal, in particular, revealed how high the cost of acquisitions has risen in recent months.

This follows the spectacular revaluation of the presumed worth of quoted companies on the Warsaw stock exchange where prices rose ninefold in 1993.

The Warsaw Bourse Index has risen a further 50 per cent so far this year.

A wave of new listings and new share flotations is expected in 1994.

The rising cost of buying Polish companies has highlighted the presence of those bold and long-sighted enough to enter the Polish market four to five years ago when good potential assets could be had for a song.

High on the list of successful early birds is Asea Brown Boveri (ABB) which has invested well over \$100m and much managerial and technical input but now employs more than 8,000 people in a series of strategic sectors well placed to take advantage of the expected infrastructure investment boom which lies ahead.

Anthony Robinson

Profile: ASEA BROWN BOVERI

Profitable vision

It would be hard to find an international company with a clearer strategic vision of its role in the development of post-communist Europe than Asea Brown Boveri (ABB), the Swiss-Swedish power engineering group. It would be even harder to find a company which formed that vision so early and applied it so thoroughly and profitably.

Poland has been central to that strategy. ABB has invested well over \$100m over the past six years, and concentrated heavily on educating and training what has grown by acquisition and expansion into a more than 8,000-strong workforce. They are employed in a dozen power generation, pollution control, switchgear, railway rolling stock and signalling and engineering enterprises throughout Poland.

Having picked up many of the best of the former state companies ABB is shifting ground on the acquisition front. "Our emphasis is now on green field investments. The last three investments were

of at least management control of former state enterprises, through a variety of ways which reflected the rich menu of privatisation choices.

Most enterprises were run down, obsolescent and relatively cheap, especially the early purchases when ABB was virtually alone in the field. Serious investment in new plant was held back until the human capital and skills of the newly-acquired companies were honed by the transfer of know-how, managerial methods and re-training.

Increasingly, however, the quality of output from Polish plants has been raised to ABB group levels, as proved by the recent granting of the European standard ISO 1091 certification for the gas and steam turbines produced by the ABB Zamech plant, one of the earliest acquisitions.

Having picked up many of the best of the former state companies ABB is shifting ground on the acquisition front. "Our emphasis is now on green field investments. The last three investments were

of the type. They have modest start-up capital but the great advantage of being able to structure according to a business plan from the start," says David Brown, president of ABB's Polish operations.

One of the unexpected benefits of having come in early and strongly to the Polish market stems from its minority, 10 per cent shareholding in Elektrownia, the former foreign trade company. Elektrownia is fast developing as Poland's biggest private enterprise with sales approaching \$1bn and rising profits. Thanks to the booming stock exchange ABB is now sitting on paper profits on its Elektrownia shares which come close to the value of its investment in Poland to date.

ABB companies are also well placed to gain big contracts to supply compressors and other Polish-made equipment for the 700km-long Polish section of the projected \$7bn new gas pipeline from the Yamal peninsula in northern Russia to western Europe.

Anthony Robinson

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BANKING & FINANCE



'The wild west days of Polish banking are over,' says bank chief

POLAND 3

Supervision reinforced

The president of the National Bank of Poland, Ms Halina Gronkiewicz-Waltz, turned up in parliament late on a Friday night last month to tell a packed Sejm that four state-owned banks were baying problems. A further 15 private banks and 229 out of 1,600 co-operative banks were threatened with liquidation or facing collapse, she added.

Her warning was greeted calmly, without any sign of a run on the banks by anxious depositors in the days that followed. But why did she run the

risk? 'Sorting out the problems of the banking sector requires a clear political decision. That's why I went to parliament to explain the situation,' she explains. She hastens to add that 'the wild west days of Polish banking are over' now that the central bank has reinforced its supervisory powers. But she feels the need for wider political understanding of the need to recapitalise several of the largest banks and support a consolidation of the banking system.

Ms Waltz told parliament

Profile: POLSKI BANK ROZWOJU

Primed for privatisation

Polski Bank Rozwoju, the Polish Development Bank (PDR), is one of the new financial institutions set up by the first post-communist government to help finance the transition to a private, market-based economy.

It began operations in February 1991. Untrammelled by communist-style banking habits its functions are to finance fledgling companies, to lubricate the restructuring of public sector enterprises and to channel funds from international institutions such as the World Bank and the European Bank for Reconstruction and Development (EBRD) into specific projects.

Such is the pace of change in the economy, however, that Mr Wojciech Kostrowiza, the young, German-trained president, says 'we have become less and less a development bank and more and more a specialised corporate investment bank'. The bank, he adds, 'offers a full range of products for large and medium corporations', which means loans of \$300,000 and above.

Last year saw a virtual doubling in loans granted from \$391bn zlotys to 2,521bn zlotys, a 65 per cent real increase after inflation, confirming the rapid growth in demand for investment finance from an increasingly confident private sector. More than 80 per cent of PDR's loans are to private

or privatised companies and it is the only Polish bank which runs a regular commercial paper programme, including an active secondary market.

The bank expects a heavy demand for investment credits from joint venture companies but the bank's commercial paper activities are limited to public companies listed on the Warsaw stock exchange. They are preferred because they are subject to the regulatory discipline and tough disclosure requirements of the US-style stock exchange regulators.

The bank is involved in bringing new companies to the stock exchange and has teamed up with Kleinwort Benson, the UK-based merchant bank, to set up and manage one of the new National Investment Funds which will be created as part of the mass privatisation programme.

But Bank Rozwoju is also helping to financially restructure state-owned enterprises prior to privatisation. The most successful example to date concerns the Szczecin shipyard.

The Szczecin shipyard now turns out around 15 ships a year worth more than \$250m and is on the way to privatisation. It recently gained new orders from Chile and Argentina in addition to orders from Germany, other European customers and South Africa.

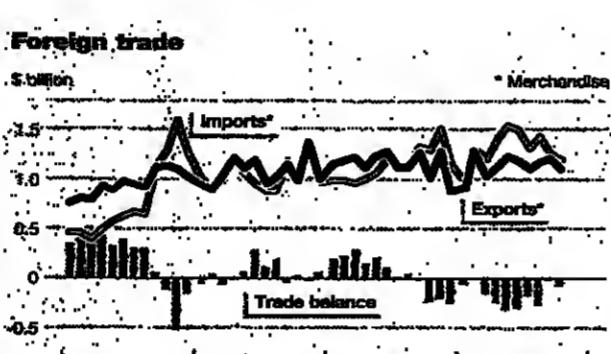
The bank now hopes to repeat the Szczecin formula at the loss-making state-owned Star truck plant at Starachowice, 200 km south of Warsaw which has been an unemployment black spot ever since the collapse of the old Soviet market for medium trucks and the evaporation of orders from the Polish military in 1991.

Last year Deutsche Investi-

tion und Entwicklungsgesellschaft, a specialist German project financing institution, took a 2.64 per cent stake in the bank alongside Italian, French and Austrian minority shareholders. The Polish Treasury, with 75 per cent of the 1,796bn zlotys capital, remains the biggest shareholder.

This may change, however, if the government authorises PDR to raise fresh capital and dilute the state shareholding by a public offer of shares on a stock exchange which is increasingly coming into its own as a viable source of equity finance and as a privatisation vehicle. If the government gives the green light, as expected, 1994 could see the start of PDR's privatisation.

Anthony Robinson



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Anthony Robinson

that Bank Handlowy, the foreign trade bank, was the only one among 15 state-owned banks to produce 'good results' last year. All nine of the commercial banks hired off from the BNP five years ago at the start of bank reforms were also in reasonable shape, she added, partly because seven have been partially recapitalised from state funds.

Two of the original nine banks, Wielkopolski Bank Kredytowy (WBK) and Bank Śląski (BS), have now been privatised and recapitalised

through the sale of shares to private investors. The EBRD paid \$12.7m for a 28.5 per cent stake in WBK a year ago while ING Bank of the Netherlands paid \$60m for its 25.9 per cent stake in Bank Śląski. The remaining seven banks are due to be privatised over the next two years.

The emergence of nine privatised regional banks, with substantial foreign minority shareholders, will mark a big step forward in Polish banking. But Cesary Stypulkowski, the president of Bank Handlowy, the

biggest and most consistently profitable Polish bank, argues that 15 medium-sized banks are too many for an economy Poland's size. 'Probably four or five stronger banks would be better', he says.

The whole banking sector, he argues, is undercapitalised. 'The total capitalisation of Polish banks, at around 40,000m zlotys, is equivalent to that of the 12th largest bank in Germany,' he notes. 'The Polish economy demands more than that.'

Bank Handlowy, which has

been transformed over the last three years from a foreign trade bank into a universal corporate bank, alone accounts for a quarter of the total capitalisation of the banking system. It is the only Polish bank which has managed to preserve the real value of its capital base, he says. It raised its provisions from 6.2bn zlotys in 1992 to 9.8bn zlotys last year after another year of sharply higher profits. Any future capital increase is most likely to come through a stock market flotation of new shares which

would dilute the state shareholding and amount to partial privatisation.

Meanwhile, the most difficult problem is how to deal with the 70 or so small and undercapitalised private banks which are the weakest part of the banking system, alongside the small rural co-operative banks.

Both the government and the central bank are worried about the political fallout of small bank failures in rural areas. The NBP would like to persuade foreign banks to take over and absorb these smaller banks. But few are willing to accept such a poisoned chalice. Until now foreign banks, such as Citibank, have preferred to set up their own wholly-owned operations, or take stakes in larger, state-owned banks.

Anthony Robinson

FOREIGN BANKS

Lame ducks are the target

Most foreign banks were waiting for the outcome of Poland's negotiations with the London Club creditors before deciding whether to open an operation in the country.

But if they do take the plunge they will probably find that getting a banking licence will not be easy. The NBP, the central bank, has imposed a *de facto* moratorium on new banks as it struggles to repair an ailing private banking sector which expanded too fast in 1990 and 1991 and is now knee-deep in bad loans.

Ms Gronkiewicz-Waltz, the NBP chairman, says she is happy to see foreign banks coming, but only if they consider taking one of the sector's lame ducks under their wing. That also applies to local investors keen to set up a new bank, she adds.

This leaves a handful of banks including Credit Lyonnais, Westdeutsche Landesbank and Banque Nationale de Paris, working together with the Dresdner Bank, waiting in a queue and browsing through the NBP's 'transfer list' of around 15 small private banks in serious trouble.

But 10 banks with a majority foreign shareholding, who obtained their licences in 1990 and 1991, are already in place. One, the American Bank in Poland, in which Banker's Trust has a 17 per cent stake, is preparing a stock exchange

flotation. This would allow foreign shareholders, such as Time Warner and Morrison Knudsen, the US building company, to exit profitably.

Other banks include ING,

which bought 25.9 per cent of

Bank Śląski, and two Austrian

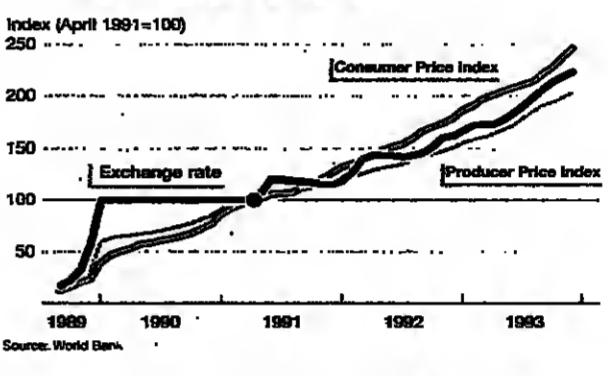
banks active throughout central Europe, Creditanstalt and Raiffeisen, and Citibank.

Citibank is probably the most profitable of the foreign banks. It concentrates on providing foreign trade and cash management services for big foreign investors such as International Paper and McDonald's and has also attracted local customers with the range of electronic banking services on offer. The wholly-owned subsidiary, opened in November 1991 by Mr William Rhodes, Citibank's deputy-chairman, last year reported a 415bn zloty (\$18.5m) net profit on the US bank's initial investment of \$10m, backed subsequently by a \$7.5m subordinated loan from its parent company.

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Zloty/US Dollar exchange rate



Poland's gross profit of \$41.7bn zlotys last year is high compared to local private banks such as BRR which reported a gross profit of \$37.9m zlotys on a balance sheet double Citibank's \$10.1bn zlotys.

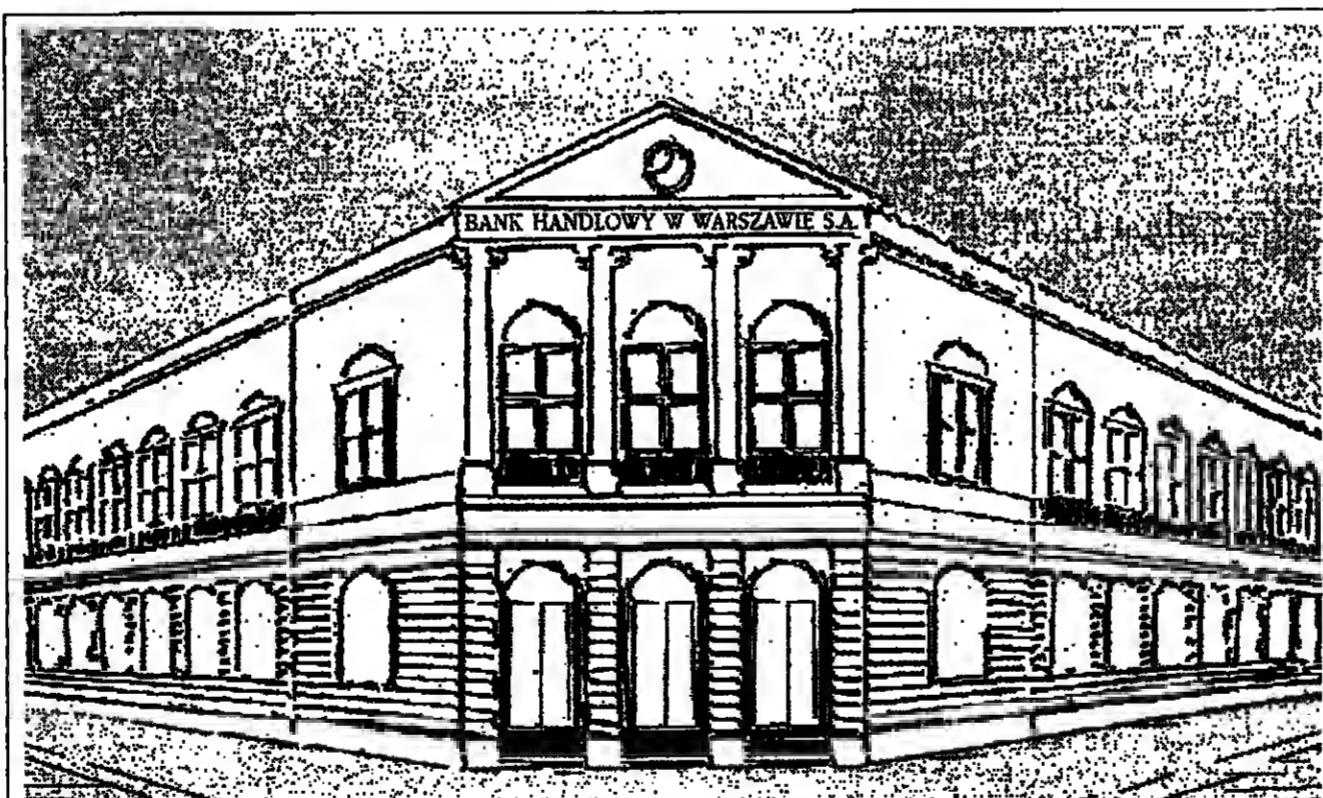
This year's capital increase will give Citibank a chance to expand its lending as Polish banking laws restrict individual loans to 10 per cent of a bank's capital. But Mr Hirst also intends to maintain his bank's competitive edge by building up its technological capacity to manage corporate finance and foreign exchange transactions. 'In 10 years' time we want to be the provider of the highest quality banking products and services bar none,' he says.

Christopher Bobinski

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POLAND 4

■ STOCK EXCHANGE

Encore for a star performer

Last year the Warsaw stock exchange became the star performer among the world's emerging capital markets. The challenge this year is to complete its transformation into a fully-fledged capital market institution by ensuring a copious flow of new issues and rapid expansion of the meagre crop of 23 listed companies. The list is expected to double this year.

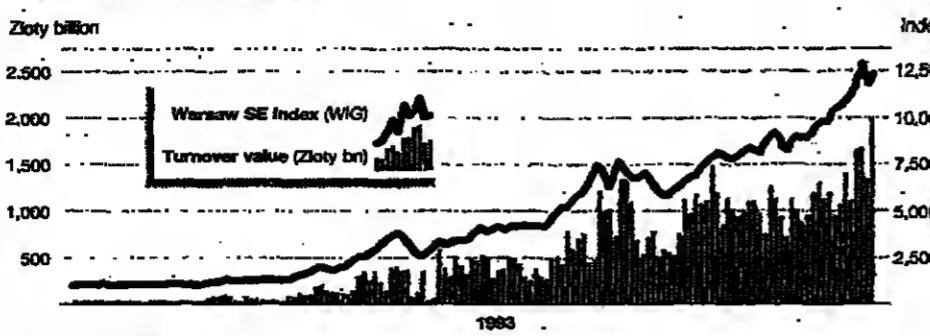
The achievement of 1993 was to attract foreign capital and raise investor interest, and show millions of Poles that a flutter on the market can be more profitable than a bet on the bourses, or leaving cash under a mattress. Even in dollar terms average share prices soared by more than 700 per cent, taking market capitalisation close to \$3bn. The surge continued into 1994 with the Warsaw WIG index crossing the 20,000 mark for the first time on February 28.

For Poland's fast-growing private companies, and for the government which needs to raise revenue by privatising state companies, high share prices represent a possibly unique opportunity to raise equity capital cheaply. Current price levels, with price/earnings ratios in the high 30s and beyond, are as much a function of limited supply as frenetic demand from virgin shareholders attracted by visions of easy money in what, until now, has been a one-way market, upwards.

The worst that could happen in 1994 is a spectacular collapse in over-inflated share prices which would deter potential investors for years. The best would be a gradual calming of prices as investors were offered more and more new companies and new shares. The latter is what the market authorities, and prospective new listed companies, and the government are pinning their hopes on.

The market, where trading takes place three times a week under a modified form of the French Bourse system with a 10 per cent limit on daily share movements, survived the September elections with hardly a blip and is backed by the substance of a growing economy and rising profits for many

Warsaw Stock Exchange



Lesław Paga: tough head of the Exchange Commission

companies. But, on occasions, the prospect of easy wealth has proved too much. When the shares of Bank Śląski made their debut on the WSE earlier this year they were quoted at 13 times the 500,000 Zloty issue price.

Then it turned out that most of the 800,000 Poles who applied for the shares were unable to trade them, because of the long delays in getting shares registered. Practically the only shareholders able to sell were employees of the bank, which is the second of nine state-owned banks left off from the central bank five years ago.

The Śląski affair taught some important lessons. Politically, it led to the dismissal of the deputy finance minister who was responsible for floatting the shares, and selling a 26

per cent stake to the ING bank of the Netherlands.

With hindsight it was obvious the shares were pitched at too low an offer price. But that was not so clear at the time the share offer was being prepared. Share prices generally were much lower and it was not easy to find a foreign bank to

take a significant stake. Foreign banks have been wary of putting capital into Polish banks until a London Club debt agreement was in place. Probably the most important consequence of the Śląski affair is the thorough way the Polish Securities Commission mounted an investigation of the first day's trading, and the speed with which it then decided to close down the bank's brokerage department and censure top management.

By this prompt action Mr Lesław Paga, the tough, independent-minded chairman, raised the already high reputation for probity of the Commission. A reputation for transparency is probably the greatest long-term asset of the stock exchange, which is run by Mr Wiesław Rosłucki, the president and chief executive officer.

But the Śląski affair also revealed the logistical difficulties facing the back-room activities of the new securities industry. Virtually overnight, brokers with little prior experience in an industry which did not exist three years ago, have had to gear up to register and service more than 1m new shareholders.

Most of the buyers have no experience of share purchase and only the vaguest ideas of the true nature and worth of the companies behind the share certificates.

But this, too, is changing as the popularity of the stock exchange has spawned a growing volume of high-quality financial analysis.

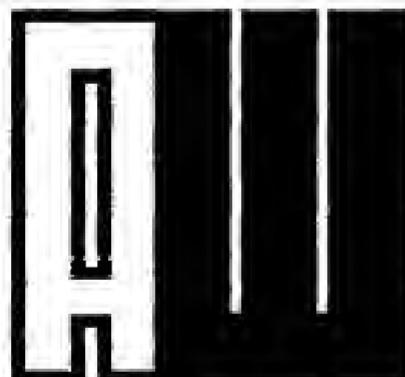
Anthony Robinson

New issues in the pipeline

Poland's Securities Commission (PSC) is examining 10 prospectuses prior to a stock market listing. Three are new issues by listed companies, the rest are private and state companies going public. Three small private companies have won PSC approval for a public offer. They are: ■ Optimus, a computer producer from southern Poland with 36bn zlotys net profit on 1993 sales of 1,082bn zlotys; ■ Prochem, a Warsaw-based chemical plant design bureau with 17.2bn zlotys net profit on 1993 sales of 1,656bn zlotys; ■ Domplast, which earned 27bn zlotys on sales of 224bn zlotys.

Anthony Robinson

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■ FOREIGN DEBT

Doors open to foreign credit

The agreement between Poland and its London Club creditors for a 42.5 per cent reduction and rescheduling over 30 years of its total \$13.2bn debt to foreign commercial banks re-opens the door to Polish commercial borrowing on international capital markets.

The deal signed in Frankfurt on March 11 is arguably the most important single economic and political event since former finance minister Leszek Balcerowicz initiated his shock therapy market reforms in January 1989.

That is certainly the view of Poland's plenipotentiary for foreign debt negotiator, Mr Krzysztof Krowacki, who steered negotiations for the Paris side.

"The London Club agree-

ment means normalisation of financial relations. It will enable Poland to raise the finance needed to ensure continuing economic growth and to meet the hump in debt repayments ahead," he said.

"Without such an agreement Poland would have been forced to renegotiate the Paris Club agreement (with official creditors) and that would have been suicidal. A window of opportunity opened up and we took it," he says.

Under the terms of the outline agreement the net present value loss to the banks of the write-off will be around 42.5 per cent. This is below the 50 per cent sought by Poland which was required by its 1991 Paris Club agreement with official creditors to seek a deal similar to the two-stage 50 per

cent write-down in Poland's \$33bn official debt.

The banks refused to be bound by the Paris Club terms, however, and argued that Poland, a potentially rich country with considerable natural resources, a skilled labour force and a fast-growing economy, could afford to pay more.

Poland will repay part of the \$9.5bn principal and \$3.8bn unpaid interest and a menu of instruments repayable over 30 years.

These include 45 per cent discounted bonds, on which interest will be repaid at market rates, par bonds with interest well below market rates and "new money" in the form of base debt bonds at below market interest, but repayable over five years.

Mr Krowacki expects the initial cost to Poland of the London Club agreement will be around \$1.3bn in 1994, of which \$500m will be provided by the World Bank and \$300m by the IMF, leaving \$500m to be financed from the reserves of the Polish National Bank. Poland's total debt servicing charge, including London Club repayments, will probably exceed \$600 annually by the end of the first decade of the new century, Mr Krowacki calculates.

Poland's total debt servicing charge, including London Club repayments, will probably exceed \$600 annually by the end of the first decade of the new century, Mr Krowacki calculates. By then the gamble is that steady growth, partly fuelled by access to international capital markets, will have greatly increased Poland's GDP - and its capacity to finance a higher debt burden.

Anthony Robinson

Christopher Bobinski discusses the role of the Agro-Industrial Bank

Focus on food processing

The Agro-Industrial Bank is Poland's newest bank and Mr Dariusz Ledworski, the former foreign trade minister who runs it, is confident about its future.

"We're starting after all the others, so we won't be repeating their mistakes and we have qualified staff. All our credit officers have at least three years' experience, and no more than five," he says. That means none is influenced by socialist-style banking.

The bank has been helped by the toughness of the central bank's supervisory regime. "Slightly to our surprise they really came in and checked out

the qualifications of our staff," Mr Ledworski says.

The bank opened in February and is expected to be around 170bn zlotys (\$7.7m). Part of the capital comes from the funds earned from sales of European Community food aid in 1990, and from the US Congress-funded Polish American Enterprise Fund which has 20 per cent of the equity. The EC-funded Counterpart Fund owns 46 per cent. Various farm-related state agencies are the remaining shareholders.

The shareholders reflect the bank's specialisation - the financing of medium-sized food processing businesses - rather than farming itself. "The European Community, which had to give the go-ahead for aid funds to be put into the bank, liked that idea," Mr Ledworski says. He hopes to lend 150bn zlotys by the end of this year.

Later, the bank intends to raise new capital, by bringing in private shareholders, and to develop an investment banking arm to establish an equity fund for privatisations. Other specialised activities will include channelling EC aid for the financing of rural gasification and telephone projects and loans to managers who have leased former state farms.

At present the new bank pro-

vides little competitive challenge to the huge Food Economy Bank (BGZ), which is closely linked to the ruling Peasant's party and has received a capital injection of more than 3,000bn zlotys from the state. The BGZ was the main source of finance for the farming sector and the agricultural machinery industry in the past, along with a mass of mostly weak and undercapitalised rural co-operative banks.

But the new bank is targeting the most forward-looking parts of the country's developing agro business which offers the best opportunity for adding value to Poland's farm output.

■ PRIVATISATION

Smorgasbord of methods

After a seemingly endless gestation, Poland's new National Investment Funds, or NIFs, should see the light of day within weeks. "The first funds will be ready by the middle of the year and distribution of shares in the funds will take place around the end of the year," promises Wiesław Kaczmarek, the privatisation minister, who is from the SLĐ side of the coalition government.

But a big logistical effort will be required to cope with the resulting explosion in share ownership. "When the NIFs are up and running, 9m Poles will have shares and maybe 1.5m will retain them. This means we will have to develop our capital markets and the supporting institutions. At present there are only 400,000 investors who have accounts with brokers and a further 350,000 waiting to open one. We will have big organisational problems unless we find innovative solutions like selling shares through the post office or insurance companies," the minister says.

The ministry is looking for assistance from abroad, especially from the EBRD which has indicated it would consider lending up to \$400m to help restructure companies involved in the scheme. More than 30 potential fund management groups, many of them joint venture partnerships between foreign merchant banks and financial institutions and their Polish equivalents, are competing for the privilege of managing a portfolio of 20-30 former state controlled enterprises each.

"We did not realise how much capital was available in Poland until the booming stock market flushed it out," says Mr Kaczmarek. "But I fear that many politicians remain suspicious of and hostile to capital.

His task has been made easier by the surge on the stock market which has given millions of Poles their first tangible evidence that a capitalist economy allows even the small man to benefit.

Above all, a functioning stock market offers the government a new, and transparent way of privatising state assets and acquiring funds for the state treasury without raising taxes.

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INFRASTRUCTURE



Polish Railways (PKP) set great store by their plans to speed up the journey time between Warsaw and Berlin by 85 minutes in 1997.

"It will be our visiting card," says an enthusiastic Alexander Janiszewski, the head of PKP, who is sorely constrained in his modernisation plans by running losses which have to be covered each year out of the railways' investment funds. Seed money for the Ecu487m (US\$35m) Warsaw-to-Berlin project has come from an ECUS30m grant provided under the European Union's Phare (aid for

Network lined up for more severe cuts

RAILWAYS

eastern Europe) programme. Further financing is to come from a European Investment Bank Ecu200m loan which needs only Polish government guarantees to be completed.

Talks are also advanced on an additional Ecu50m loan from the European Bank for Reconstruction and Development. Only the World Bank has doubts about the plan which by bringing travel time down to 5½ hours between the two city centres would reduce the rail journey to within striking distance of competing with flight time between War-

saw and Berlin.

"The World Bank thinks the project will divert resources from more pressing needs elsewhere on our system," Mr Janiszewski admits. But the PKP's overall plans involve contraction rather than expansion. PKP is cutting lines as economic changes of the past five years have brought a sharp fall in goods and passenger traffic. The railways now carry less than half the goods carried at their peak in 1980 when they moved 490m tonnes, compared with 214m tonnes last year, and carried 1.1bn passengers,

compared with 530m in 1983.

Rail management estimates that the country only needs half of its 24,000km network. Already 1,000km have been taken out of service since 1989 and another 4,000km are slated for closure. Mr Janiszewski is hoping to hand a further 3,000km to local governments.

The cut in traffic means that employees are having to be laid off in the face of resistance led by the Solidarity trade union. Over 80,000 jobs have been cut on the railways since 1989 leaving a total workforce of 362,000 at the end of last

year. A further 5,000 job losses are planned for this year. At the beginning of the 1980s the railways employed some 450,000 people.

The cuts are also affecting rolling stock purchases and have hit the great industrial suppliers - the Pawag factory in Wroclaw and the Cegielski works in Poznan. Cegielski has been especially vociferous in demanding that PKP buy its Z-2 standard passenger cars which are not suited to the high-speed line planned between Berlin and Warsaw.

The protests have, however, produced a deal with ABB Wagon Union in Berlin under which Cegielski will co-operate in producing the first 50 modern cars worth DM130m (\$74m) and will also be handed the technology to produce subsequent orders. Hermes, the German export credits agency, is financing the deal which is backed by guarantees from Bank Handlowy and the finance ministry.

Meanwhile, the factory has won a breathing space as PKP is buying 33 of the older standard cars Cegielski makes to

replace some of its 8,000 or so existing stock at prices set at below production cost. Pawag in Wroclaw can only hope for orders from PKP to the extent of between 10 and five electric locomotives a year as replacements for the 2,300 in service.

The privatisation ministry thinks that is enough to secure the future of the factory which has just been put up for sale. Several leading western companies, including Siemens, GEC Alsthom and ABB Henschel, have indicated an interest in Pawag which produced

eight electric locomotives last year. But Mr Janiszewski's priority is maintaining the level of the state budget subsidy, set at 6,500bn zlotys for 1994.

Last year the subsidy amounted to 6,800bn zlotys which, with costs reaching 53,000bn zlotys and revenues of 44,000bn zlotys, still left a 2,200bn zlotys deficit. Rail subsidies, he notes, are higher abroad and were they to be further reduced then passenger services provided by PKP would have to suffer.

Christopher Bobinski

ROADS

Dream motorways take shape

Poland, a flat country at the centre of Europe, is a road builder's dream. As traffic density builds up and the importance of transit traffic grows, an ambitious toll motorway building programme costing over \$6bn and stretching until 2007 is taking shape.

Mr Boguslaw Liberadzki, the transport minister, argues that the financial burden of the programme cannot be carried by the state. Nor should the state operate the 2,600km of the north-south and east-west motorways he wants built over the next 15 years.

"I don't believe that a state-owned enterprise will do this in the most efficient and profitable way possible," he emphasises.

"Nor do I think that the state should take on new debt burdens to finance the programme - it has enough on its plate as it is," he adds referring to Poland's heavy existing foreign debt.

His words would not raise eyebrows if coming from a minister in Poland's previous free-market liberal government.

But Mr Liberadzki is a member of the centre-left government elected in last autumn and his words reflect the mar-

ket-orientated pragmatism of the new generation of social democratic politicians even though their origins trace back to the communist years.

In another break with the past, Mr Liberadzki is also determined that the new Motorway Agency, which will oversee the road building programme and operate the routes, will "above all be staffed by qualified financiers and lawyers rather than by engineers".

The state will oversee the new agency, and be responsible for procuring the land required. Land purchase alone is expected to cost 1,800bn zlotys a year for the next two decades, and amount to around 15 per cent of the cost of the entire programme.

The agency will also be responsible for ensuring that the motorways, once operational, are kept in good repair. But the engineers will be "on tap, not on top" as they were in the socialist period.

Mr Stefan Kirk, of Morgan Grenfell which helped finance Hungary's M1 motorway linking Budapest with the Austrian frontier, underlines that "expert advice is of particular importance in view of the financial complexity of these

projects". Each new road will need "reliable and adequate traffic projections" before proceeding, he adds.

Mr Liberadzki agrees that Poland needs in-depth market studies to analyse the surroundings of the routes up to 50km on either side and to look for ways of channelling maximum traffic on to the tollways. He still has time for the studies as the draft law governing the road building and operating programme is still at the consultation stage between government departments. It is expected to be approved by parliament later this year.

Only then will the main routes be put out to tender by the Motorway Agency to consortia capable of offering construction, capacity financing and operating ability. Mr Liberadzki says \$500m should suffice to build between 150km and 170km of motorway in the first stage of the 138,000bn zloty (US\$2bn) programme.

The focus at present is concentrated on raising private funding. There is little sign of more substantial funds coming from the European Union, in spite of grandiose plans for trans-European networks, including a Berlin to Moscow

road link, unveiled last December by Mr Jacques Delors.

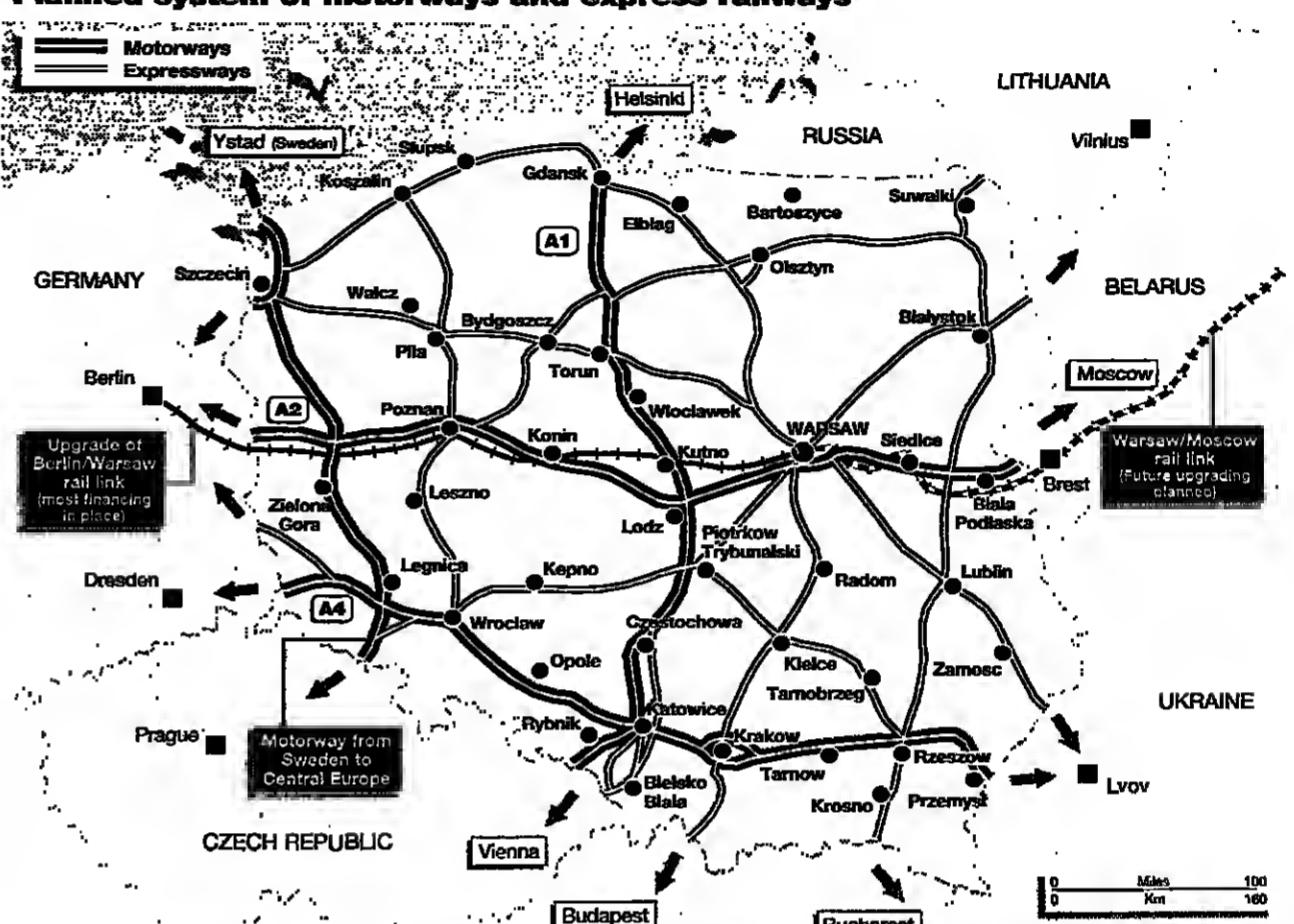
The four main routes planned include the 626km east-west motorway linking Terespol on the eastern frontier to Warsaw and on across the western border to Berlin, and the 503km link between Gdansk on the Baltic with the southern border. Another 482km east-west link is planned in the south between Miedzyzdroje and Germany.

The most controversial project is a 365km motorway which would link Scandinavia via the port of Szczecin to the Czech frontier and on to southern Europe. The latter roadway was added to the programme last December.

The previous government's programme, accepted in the summer, only contained the first three routes. But Scandinavian interest in acquiring fast access to central and southern Europe through Poland is high and traffic in the western territories is growing fast. At the same time a new high capacity road would help to relieve the pressure on the German autobahns on the other side of the Oder-Neisse rivers which mark the border.

Christopher Bobinski

Planned system of motorways and express railways



New highways and upgraded railways could lead to big contracts. They also underline Poland's strategic east-west role and strengthen its presence in the fast-growing Baltic region.

PROPERTY

Red tape slows pace

On one Warsaw corner, a building pockmarked by bullet holes fired during the second world war is falling down. On the next corner, a brand new set of offices, built with the money of foreign investors, is already in operation. Slums stand beside prosperous shops, unfinished office blocks dot the landscape. But the confusion is only the outward manifestation of a property market that is growing very quickly, but not always consistently.

In fact, the Polish property market presents something of a paradox. On the one hand, Poland faces urgent shortages of all kinds of housing and commercial property. As in the past, young Polish couples live with their parents due to the absence of cheap housing. At the other end of the market Sprint, the American telecommunications company, recently asked Peter Chojnowski, the chairman of Prime Property Inc, to find 50 large houses, built to American standards, for its employees. "We've found 12," he said, "and we look for more every day." Rents are upwards of \$2,500 a month; the asking price of one new, four-bedroom house in one of the better Warsaw

neighbourhoods is \$450,000.

At the same time, however, property prices at all but the very highest level of the market - a tiny handful of new office buildings in Warsaw and a few large, well-located houses - are relatively low compared to other prices, and have, in fact, dropped since the collapse of the communist regime. A high quality, 100 square metre flat in central Warsaw can sell for as little as \$50,000, and smaller flats in new apartment blocks change hands for \$10,000. This is partly because recession and rapid economic changes have forced many more properties on to a market which was artificially small in the past. Low prices are also connected to several bottlenecks which are peculiar to Poland's transitional economy.

It is still legally impossible to evict anyone from his "primary residence" and for this reason banks are wary of granting mortgages. Until the law, which is due to change, is altered, most housing property will be purchased with cash. "Because people can't take out loans, people right now prefer to rent than to buy," said Ryszard Strzelczyk, the chairman of the Strzelczyk Corporation.

Continued on page 6

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POLAND 6

■ TELECOMMUNICATIONS

Doubling connections



On the line: telephone charges have been forced upwards

Successive Polish governments since 1989 have recognised that improving the country's telecommunications system is central to the chances of attracting foreign investment and economic growth.

To pay for a better service in future telephone charges have been forced upwards, giving Telekomunikacja Polska (TP SA), the state-owned operator, a 70 per cent profit margin from which to finance development and supplement World Bank loans and supplier credits.

The present centre-left government appears set on continuing this policy with Mr Andrzej Zieliński, the new telecommunications minister, confirming his predecessor's aim to have 10m lines installed by the end of the century, double the present lineage. Mr Jerzy Stopczyk, TP SA's investment manager, recognises that even if his company were to slow its investment efforts, private operators would step in to fill the gap. "The rapid growth of the past few years has got people used to the idea that telephones are accessible and they will go elsewhere if we don't provide them," he says.

Already some 70 licences have been issued to mainly small local private projects which have yet to become operational. But RP Telekom, a company working with Sprint of the US, is forging ahead on plans to provide a private service in Piła and in Katowice in the first significant challenge to the state-owned operator.

Meanwhile, TP SA plans to invest \$600m this year on the installation of 680,000 lines and around the same number is planned for 1995.

The aim is to have 10m lines installed by the end of the century, double the present number of connections

Recent capital investment has already improved international connections significantly and by the end of this year the inter-city network, the country's present communications nightmare, should be two thirds complete.

Previous governments consciously chose a policy of restricting the number of equipment suppliers to three - AT&T from the US and Alcatel and Siemens from Europe. These were then forced not

only to buy all Polish telecommunications equipment plants but also to produce half of the equipment to be supplied to TP SA locally.

Mr Stanisław Szuder, the head of AT&T Telsa which has an agreement to supply the Gdańsk district with 230,000 lines, says he is happy with the arrangement and confident the deal will go ahead. Private financing from abroad for the project worth \$150m still has to be agreed with TP SA however in a deal which is expected to be closed in the autumn.

For the rest, TP SA is preparing a three-year plan to run till 1997 giving suppliers an idea of what its short-term needs are.

Meanwhile, Centertel, a mobile phone operator owned by TP SA, Ameritech of the US and France Telecom, is pressing ahead with installing its NMT phone system and already has around 11,000 subscribers. It will face a formidable challenge, though, when the government decides to go ahead with a tender for a more modern GSM network which in contrast to Centertel which operates on 450 mhz, will be compatible with other European networks.

Christopher Bobinski

SOCIAL PROBLEMS

■ HEALTH

Prescription for discontent

A recent visit to the Dr J. Biziela Hospital in the western city of Bydgoszcz found the hospital's economic director, Leszek Kowalki, on the telephone arguing about the proposed purchase of a new piece of diagnostic equipment. "Professor," he shouted down the line, "we have negotiated with everyone, now we are negotiating with some Italians who might sell more cheaply, but it won't be ready just yet, I am sorry."

A recent visit to the Polish ministry of health in Warsaw, on the other hand, found the new health minister, Ryszard Zochowski, staying late in his office, unable to go home for the evening due to ongoing negotiations with the health service unions. These unions, he said, did not understand that the ministry could not increase their pay. "Our budget was allotted to us by the former government of Prime Minister Hanna Suchocka, and it is not sufficient. Next year," he concluded, "I am sure it will be different."

The similarity between the concerns of Mr Kowalki and Mr Zochowski is not accidental. Caught between demands for modern medical supplies and demands for higher salaries, the bureaucrats and politicians who run the Polish health system find themselves, these days, almost constantly negotiating for more money.

In recent months, the negotiations have taken on a new urgency. Cuts in public sector funding, including the virtual freezing of salaries for Poland's 735,000 health service workers, helped create public dissatisfaction with the Solidarity-affiliated governments which ran Poland for four years.

The present government, composed of parties affiliated to the former communist party, promised to improve public sector funding. Once Minister Zochowski faces a high level of political pressure: he must placate an electorate which is demanding better service and a group of trade unions demanding higher pay, while at the same time operating a health system which spends only \$75 per capita, a figure well below western European levels of \$1,200 to \$2,000 per capita.

Dragowski Agency, the largest in Warsaw, has an annual turnover of nearly \$1.5m and that is before the boom which Lech Dragowski, the company's chairman, believes is coming within the next year or two. "It is sensible for Poles to invest in property while the stock market is still rising 20 per cent every month," he said. "But when that ends, we may be one of the beneficiaries."

Anne Applebaum
Foreign Editor, *The Spectator*

position. On the one hand, as Mr Kowalki pointed out, the Biziela hospital receives only enough money from the state budget to pay its operating costs, 70 per cent of which consist of salaries, to make really large savings.

Incapable either of investment or of real savings, the hospital has slid slowly into debt, and saves money by skimping on essentials. A mere 18,000 zlotys, about \$0.81 is spent on feeding each patient

three meals a day. The average doctors' basic pay in Biziela Hospital is 3.35 zlotys (\$150) a month.

As a result, the Polish health service is famous for queues and bad food and doctors are famed for their inattentiveness

position. On the one hand, as

Mr Kowalki pointed out, the Biziela hospital receives only enough money from the state budget to pay its operating costs, 70 per cent of which consist of salaries, to make really large savings.

Although reforms of health finance have been much discussed, the governments of the past four years have so far achieved very little. Like his predecessors, Minister Zochowski favours a mixed system - one which, in other words, would ask people to continue paying for part of their health care, but in a more regulated manner.

The ministry is proposing to let the central government fund health education and big central investments, while at the same time creating a national insurance system to finance both family doctors and hospitals.

Although the project is not beyond the planning stages - it is not clear, for example, whether the insurance system will be wholly state-run or partly private - he said he hoped to begin putting such a system in place by the end of the year. The health service unions say they support the switch to a partially paid system. According to Mr Zochowski, they are now complaining that the changes should be brought about faster.

But there are also fears that doctors and nurses will not support such changes in practice. "We know that about half the doctors in the country support some form of privatisation in the health system," said the doctor of internal medicine at Biziela Hospital. "We know that half are against. Obviously, they are against because they make profits within this system, and prefer not to face more competition."

Anne Applebaum

Red tape slows down pace

Continued from page 4

plans which often fall through in the past, will not sign a lease until a project is well under way.

For those who can overcome bureaucratic obstacles, several trends are clear. Because very high quality office space is virtually unavailable in Warsaw, rents in the centre of the city are high. One Polish-American joint venture, the Warsaw Corporate Centre, has rented out 90 per cent of its office space since its completion in 1993. Most other projects with foreign funding are in the planning stages, mostly slowed by financing problems. Those which are further along include a joint venture between Skanska, the Swedish developers, and the local authority, which is designed to create 80,000 square metres of office space in central Warsaw.

The development of Warsaw's suburbs is also just beginning. Standard flats in tower blocks are still being sold and purchased - they constitute, after all, the bulk of the market - but the acquisition of a *działka budowlana*, a piece of land on which to build a house, is what most Polish families are now saving for. Some are now buying land which is not yet approved for residential use. Several foreign companies have started development projects, often using identical "kits" imported from abroad, although some have succeeded yet on a large scale.

Already, in relatively close suburbs such as Wilanow and Anin, more carefully designed family houses are being built with the expectation that they will be worth several hundred thousand dollars.

The bottleneck holding up suburban development is the absence of good roads and public transportation. This is true of all principal Polish cities, but Warsaw in particular.

Many would-be suburban settlements in the more distant satellite villages also lack proper sewage, water and electricity installations.

Perhaps the best sign of the increasing interest in property is the financial health, and increasing sophistication, of Warsaw's estate agents. Once famous for being little more than individual brokers who took their clients round the city on public buses, the big agencies now have catalogues, computers, and advertising campaigns.

The Dragowski Agency, the largest in Warsaw, has an annual turnover of nearly \$1.5m and that is before the boom which Lech Dragowski, the company's chairman, believes is coming within the next year or two. "It is sensible for Poles to invest in property while the stock market is still rising 20 per cent every month," he said. "But when that ends, we may be one of the beneficiaries."

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■ EDUCATION

Unions fail to learn their lessons

In the 1970s, all Polish schoolchildren were required to memorise a poem, in Russian, about the portrait of Lenin which hung from their classroom walls: "When the sun rises and looks into our classroom, it lights up brightly a painting on the wall: like a word of greeting for a good day, Vladimir Illich, as if alive, is looking at me."

These days, Polish children no longer learn such rhymes. The textbooks are different, the lectures on atheism have been replaced by catechism, references to Marx and Engels have been eliminated from lessons. But while Lenin may have disappeared from the classroom walls, the structure of the Polish educational system itself remains essentially unchanged.

Politics determined the shape of the system in the past, and politics continue to shape the reform of the system even now. The Polish parliament contains fewer than a dozen lawyers but more than five dozen teachers, most of whom are members of the ZNP, the former communist Polish Teachers' Union. Together with workers from the health services, whose salaries also come out of the central budget, teachers form the largest pressure group in parliament.

On the ground, teachers also represent a large source of votes for the former communists and communist allies who now lead Poland's ruling coalition. For four years, however, the teachers' unions have also been in the forefront of resistance to change, economic and otherwise.

Not that anyone outside the teaching profession doubts the need for educational reforms. A World Bank report on Polish education, published in June 1993, found irreverent vocational programmes, serious shortages of foreign language teachers and a lack of technical and computer literacy. It concluded that "failure to increase [secondary education's] relevance and to improve its cost-effectiveness... will constrain the capacity of enterprises and individuals to adjust to their new economic environment."



Warsaw University: classes are notoriously overcrowded and academic pay is very low

Expenditure on education is declining in Poland, from 4.6 per cent of GDP in 1990, to 3.1 per cent in 1992, well below the average of about 5 per cent of GDP spent in most west European countries. Yet reduction of financing has not been accompanied by better management. Polish schools have run up high debts, and although theoretically free, often require parental funding to stay afloat. This is true not only of the 600 or so new private and non-profit schools which have appeared since 1989, but of most ordinary primary and secondary schools as well.

Teachers themselves are a particular problem. About 10 per cent of Polish teachers do not have a university education, while others teach subjects (most notably the Russian language) which are no longer required. The ministry of education estimates that at least

half are under-qualified and in some subjects – chemistry, for example – the figure is closer to 75 per cent. Yet university classes are notoriously overcrowded, and academic pay is so low that Andrzej Siemaszko, a professor of sociology at Warsaw University, believes that within a few years, universities may find it impossible to employ anyone. Mr Siemaszko, who supplements his own salary by playing the new stock market in Warsaw, said that "no professors here can afford to work for the university alone".

Polish primary and secondary school teachers work unusually short hours (on average, 18 hours a week) but are paid to match: last year, the average secondary school teacher earned a monthly salary of 3.7m zlotys (\$170). To solve this problem, the former government of Prime Minister Hanna Suchocka published a

reform programme in 1993 which called for teachers to obtain higher qualifications, to receive 40 hours a week, and to receive higher pay as well.

That proposal was heavily criticised by the ZNP, which believed, probably rightly, that such a change would make many teachers redundant.

Asked recently whether the union would agree to longer hours and higher standards, Jan Zachura, the chairman of the ZNP, replied that the union would not, because "that would be a revolution. Besides, law cannot work retroactively."

By that, he meant that those teachers who are now irrelevant or under-qualified should not be threatened with the loss of their jobs.

The union has also opposed attempts to decentralise education – to hand responsibility for financing over to local government, for example – on the grounds that such a change

would weaken the strength of the union. About a quarter of schools are financed by *gminy* (local governments); during a nationwide teachers' strike last May, only teachers from centrally-funded schools stayed away, while teachers in locally-funded schools refused to join.

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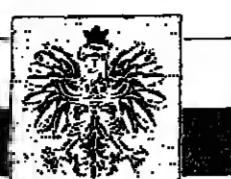
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MEDIA



By a quirk of politics and history, newspaper publishing has become the most fully privatised Polish industry. Newspaper publishing, not steel or glass or cement, is an industry where all the principal companies already possess a foreign shareholder.

It is also an influential industry. In a survey of reading habits, 90 per cent of Poles claimed that they read a daily newspaper at least some of the time, and 88 per cent claimed that they bought at least one weekly.

The explanation for the print media's high level of privatisation can be traced to 1990, when Poland's first non-communist prime minister, Tadeusz Mazowiecki, signed a law dissolving RSW Prasa, the press monopoly which controlled the printing and the content of Polish newspapers.

The law was passed quickly, for political reasons: RSW Prasa was a bated symbol of the old regime.

The RSW liquidation law was much criticised at the time, since it did not always change the ownership of newspapers fairly or successfully.

Most provincial newspapers were quickly signed over to "worker-management" groups made up of journalists and editors; other papers were sold by auction to the highest bidder. Robert Hersant, the French owner of *Le Figaro*, bought shares in seven provincial titles, and paid \$2m for a 49 per cent stake in *Rzeczpospolita*, one of the two quality dailies with a national circulation.

Other foreign investors include Swiss, Swedish, and American companies. Nikola Graus, a Sardinian entrepreneur, bought 85 per cent of *Zycie Warszawy*, a Warsaw regional daily. German companies such as Heinrich Bauer Verlag and Jahr Verlag have entered magazine publishing, and the former tennis star and entrepreneur, Wojciech Fibak, owns shares in several provincial papers and magazines.

Since then, only one national newspaper start-up has been significantly successful - *Gazeta Wyborcza*, a daily which claims a circulation of 300,000. Its roots lie in the former dissident movement and its founding editor, Adam Michnik, a corrosive critic of the old regime.

One of two regional start-ups, including the right-of-centre *Czas*, a Krakow paper, have also proved successful. So has *Nie*, a satirical weekly whose editor, Jerzy Urban, is a former communist party spokesman.

With these exceptions, Polish readers have proved remarkably conservative, preferring to buy familiar titles rather than new ones. A series of spectacular failures have deterred others. These include an unsuccessful attempt, backed by the Polish-American Enterprise Fund, to publish a daily along the lines of *USA Today*.

This conservatism has until now mostly worked in favour of the provincial press. Grajusz Lindenbergs, the former publisher of *Gazeta Wyborcza* who now edits and publishes a tabloid, *Super Express*, estimates that 2.5m Poles buy regional newspapers every day.



Old Warsaw: Poles have proved remarkably conservative in their reading habits, preferring familiar titles

PUBLISHING

The press goes private

may have helped bring to power the present government, whose leaders come from the former communist party and its allies.

Gazeta Wyborcza and *Rzeczpospolita*, the two quality dailies with a large national circulation, have quite different political orientations. *Gazeta Wyborcza* is closely linked to the group of centre-left dissidents who helped to form the first post-communist government. One of the first newspapers in Poland to start aggressively pursuing advertisers and to include attractions such as a weekend colour supplement, *Gazeta Wyborcza* has in the past year lost about 10 per cent of its circulation. Many of its readers defected to *Rzeczpospolita*, whose circulation has jumped from 250,000 at the start of 1993 to 324,000 in February 1994, and which cleared about \$3m profit last year.

The paper's editor, Dariusz Flukus, attributes this jump to a more efficient regional distribution network, and to the rapid rise of Warsaw's stock market. "With up to 400,000 people now playing the stock market, more people want to

read our financial and economic supplements," he said. Others believe Poles are now more attracted by the impression of neutrality and solidity, and are less interested in reading an overtly politicised newspaper.

If newspapers are heading towards greater objectivity in Poland, they are also heading towards higher technology. Both national papers have also been the beneficiaries of a technological revolution.

Four years ago, Polish journalists wrote on typewriters. Now, with the help of capital coming from foreign investors, *Gazeta Wyborcza* and *Rzeczpospolita* have skipped intermediate stages, and moved on to very advanced computer systems.

At *Rzeczpospolita*, all reporters have laptop computers and modems, which is more than many of their counterparts in western Europe are given. *Gazeta Wyborcza* has 1,015 computers, 350 of which are linked in a network. Most of the leading newspapers have also purchased or leased new printing plants, and some are planning to move into colour printing.

What none of the Polish newspapers yet has is the kind of clout enjoyed by the western press. "The Polish press is still not in the position to force the political class to do anything," said Mr Lindenbergs. Much of the political weakness of the press is blamed on journalists trained in the communist era, not all of whom have been certain of the difference between rumour and news.

Because the press is not thought to tell the truth, press revelations of bribery scandals and financial skulduggery have yet to force a politician to resign.

"Not all of us have learned that we must always write what is true, and that if we do not, we must pay high costs," said Mr Flukus.

The Polish libel law is still weak; although there have been several high-profile libel cases, no leading newspaper has yet been forced to make a large payment to a victim of libel. Until that happens, an air of mistrust will continue to hang over the journalistic profession in Poland.

Anne Applebaum

TELEVISION

Airwaves hit by a storm of criticism

Poland's attempt to establish an independent commercial television channel has run into a storm, confirming the special place politicians continue to accord the medium.

Neither the granting of national broadcast licences to two private radio companies, the Warsaw-based Radio Zet and RMF from Krakow, nor growing concentration in newspaper ownership, seem to attract as much emotion and attention as recent appointments in state-owned television or the granting of the national commercial television licence to Polsat.

Polsat is wholly-owned by Mr Zygmunt Solorz, a 38-year-old entrepreneur from Wroclaw, in south-western Poland. He won the licence in the face of competition from several mixed Polish and foreign consortia.

These consortia included Bertelsmann, CTC, the Luxembourg-based European broadcaster as well as CNN and Time Warner. But almost as soon as the decision was announced by the nine-strong National Broadcasting Council, it was criticised.

Most prominently, it was attacked by President Lech Walesa, who dismissed Mr Marek Markiewicz as chairman of the council which was appointed last year by the previous Solidarity-dominated parliament and the president to oversee the airwaves under the country's new broadcasting law.

They feel tricked by Mr Solorz, who made great play in public hearings on the licence that he was a solely Polish-owned venture, a ploy which helped win a consensus for his bid among the council members.

Now Mr Solorz says he is talking to many foreign broadcasting companies, which are thought to include Mr Rupert Murdoch's News International, and it could well be that, sooner or later, one will take up the 33 per cent stake which Polish law permits a foreign partner to hold in a broadcasting venture.

Polsat's competitors also argue that as things stand at present Mr Solorz does not have the financial resources or the expertise to run the channel.

Because of problems with

share of TV coverage during the presidential election campaign in the autumn of 1993.

But Polsat, where Mr Solorz employs both former communist functionaries and young right-wing journalists of whom Mr Walendzak was one, is also mistrusted by President Walesa, who has publicly accused Mr Markiewicz of "giving the licence to the communists".

The governing coalition,

which is at present poorly represented on the council, has stayed aloof from the fray. But it could be tempted in the coming months to pack it with its own supporters.

In the meantime, President

Meanwhile, the lion's share of the \$130m annual advertising market will continue to go to state TV, with its two channels which cover the entire country. At the same time Mr Solorz, whose company is capitalised at a mere 250m zlotys, has been bound by the council to increase its capital to 500m zlotys and then to 1,000m zlotys before looking abroad for financial support.

Given initially low revenues and the political uncertainty surrounding the licensing decision, that could prove difficult. The storm also threatens to cloud the chances of the French Canal Plus pay TV company to which the Broadcasting Council has said it will give local licences. The French company's offer proved non-controversial and will not have to depend on a still-to-be-developed advertising market for its revenues.

But Mr Richard Miazek, one of the council's members, has already resigned, complaining of stress. Others could follow. Parliament is due to vote on the council's annual report next month. Should this be rejected by parliament, the council will have to resign and that would give the present governing coalition the chance to appoint its own supporters. Presumably the process would then start all over again.

Christopher Bobinski

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POLITICS



POLAND 9

Anthony Robinson analyses the extraordinary turnaround in the thinking of former communists

The electoral wheel turns full circle



Moment of transition: former communist leaders Leszek Miller, Mieczyslaw Rakowski and Alexander Kwasniewski celebrate their conversion to social democracy four years ago

"Poland's fate for so long was to be in the slipstream of history, lagging behind developments elsewhere. But the 'round-table' talks of 1989, which led to the first post-communist government in eastern Europe, and the economic reforms introduced by Leszek Balcerowicz [finance minister] in 1990 put Poland in the vanguard of history. We have to build on these achievements and move forward."

The words of Alexander Kwasniewski, the former communist turned social democrat who is now the driving force behind the Democratic Left Alliance (SLD), Poland's largest political party, reflect an extraordinary turnaround in Polish politics.

Five years ago Mr Kwasniewski was one of the communists' top negotiators, seeking to entrench communist power through a compromise with Lech Wałęsa. Tadeusz Mazowiecki, Adam Michnik, Bronisław Geremek and other Solidarity movement leaders.

The outcome of these round-table talks was a deal which ended the communists' post-war monopoly of power, but limited non-communist parties to only 35 per cent of seats in the lower house of the Polish parliament, the Sejm.

Both sides failed to foresee that given the first chance in more than half a century to vent their spleen, voters would give Solidarity an overwhelming

Twice in 200 years, Poland has disappeared from the map of modern Europe. The first time followed its partition between Russia, Prussia and Austria at the end of the 18th century. The second calamity occurred in 1939 when Poland was carved up between Nazi Germany and Stalin's Soviet Union.

Such a history inevitably leaves traumatic memories, and conditions the basic aims of Polish foreign policy. These are the prevention of any future risk of isolation, by integrating Poland into European economic and security structures to the west, and the cultivation of close economic as well as political links with its neighbours to the east.

Until two years ago Poland's eastern neighbour was a monolithic Soviet Union. Now, apart from a short common border with the Russian enclave of Kaliningrad, it is separated from Russia by the Baltic

ing moral victory by sweeping its candidates into each of the allotted 35 per cent of Sejm seats and all the 100 freely-elected senate seats.

As a result, by autumn 1989, Poland had the first non-communist government in the former Soviet bloc. On January 1, 1990, Leszek Balcerowicz, the new government's ascetic finance minister, devalued the zloty and made it internally convertible. He also swept away a raft of communist-style consumer and producer subsidies and launched Poland on a brave and unprecedented experiment in liberal, free market economics.

Those reforms opened up entirely new perspectives for the development of Polish society and the Polish economy. But Solidarity proved inept at selling its achievements or in softening the impact of reforms on the unemployed and on millions of workers for whom the market economy translated into harder work, lower wages and social insecurity, a fast growing gap between rich and poor and rising crime.

At last September's general elections the electoral wheel came full circle. Voters swept the former communists of the Democratic Left Alliance (SLD) into first place with 171 seats in the 460-seat Sejm, followed by the Peasant's Party (PSL) with 131 seats. The mainstream Solidarity party, limped in third with 74 seats followed by

the intellectual left-wing Solidarity-linked Union of Labour (UP).

The votes of over 30 per cent of the electorate were neutralised by new electoral rules which introduced a 5 per cent minimum threshold for entry into the new parliament. A raft of right-wing and church-linked Christian parties failed to jump this hurdle. Only the right-wing nationalist Confederation for an Independent Poland (KPN) with 21 seats and President Wałęsa's so-called non-party reform movement (BBWR) with 16 seats, scraped into the new Sejm.

Significantly, in his first important post-election speech Mr Kwasniewski, leader of the main social democratic faction of the SLD, publicly apologised to Poles for the misdeeds of the 45-year, post-war communist regime. He openly acknowledged the achievements of the Solidarity-based governments as gains for Polish society as a whole.

To sceptics, Mr Kwasniewski's magnanimity in victory was the mark of a cynical *apparatchik*. To others it looked like the gesture of a smart and far-sighted politician laying the groundwork for a future alliance with the intellectual and moral leaders of Solidarity.

Such a "historic compromise" is not yet on the political horizon, although both the SLD and the PSL toyed with the idea of a future alliance before the election.

Legislation now passes the once fractious parliament virtually on the nod, a big change from the endless debates followed by cliff-hanging votes

which characterised previous parliaments.

But the two partners make an odd couple. The government looks like a miserable marriage of convenience, with little love or mutual respect between its two very different political components.

The thinly disguised internal tensions burst into the open in January when the prime minister summarily dismissed Mr Stefan Kowalec, the deputy finance minister. He was held responsible for the embarrassing "success" of the flotation of Bank Śląski, whose shares soared up to 13 times their issue price at their debut on the Warsaw Stock Exchange.

The "scandal" deepened when it emerged that few, aside from lucky bank employees, had been able to register their shares in time to actually sell them at the initial high price. Unconfirmed rumours swept town of a "swindlers"

list" of politicians and others who had been able to buy and dispose of shares at favourable rates.

With hindsight the shares were sold too cheaply and listed prematurely. But that did not seem the case during the long and difficult months when the privatisation authorities were desperately seeking a foreign bank to buy a minority share and were unsure of the public's appetite for bank shares.

Mr Kowalec, a technocrat brought in by Mr Balcerowicz back in 1989, was slated to become the fall man for the mistake. But the expectation was that he would be sacked by Mr Marek Borowski, the SLD finance minister, not the prime minister.

The affair rapidly became a power struggle between the prime minister and Mr Kwasniewski who holds no ministerial post but is widely per-

ceived as the real power behind the throne.

The culmination came when Mr Borowski sought both to reaffirm his control over the appointment of his deputy and concentrate economic decision-making generally in his hands. He offered to resign if his demands were not met. Mr Pawlik, whose main aim was to underline that he was *de facto* as well as *de jure* head of the government, called his bluff and Mr Borowski resigned.

For a government with such a clear parliamentary majority its peasant party component has curiously unambitious long-term plans. "Previous governments were reformist governments. We don't consider ourselves as reformers. Our task is to deal with problems as they arise and above all to make the machinery of government more efficient," says Mr Strak.

The idea of modest government is attractive to many after the turmoil of the last five years, particularly if a period of calm permits the further development of civil society, a stronger role for local governments and the sort of prosperity which allows the development of a stable middle class.

But there are several clouds on the horizon, including the shift back to authoritarian nationalism in Russia, a looming parliamentary conflict over the proposed Concordat with the Vatican and the presidential elections scheduled for 1995. The latter is already casting a shadow over contemporary politics as President Lech Wałęsa manoeuvres for support after coming to the conclusion that his main potential rival is none other than Mr Kwasniewski himself.

■ FOREIGN POLICY

Integration remains the goal

pride and the darker side of the Russian psyche, but not a new Stalin.

Poland's worry, shared by its central European partners, is of de-stabilising flows of refugees and criminals from the east. A still distant nightmare is the danger of conflict between Russia and Ukraine.

Ideally, Poland would like to be under the security umbrella of full Nato membership, but has accepted for the time being the half-way house of the partnership for peace. But when Mr Andrei Kozyrev visited Warsaw as part of his European tour last month security matters took up only a tiny portion of their talks.

Instead, the Poles put forward a 26-point proposal for closer economic and financial co-operation, not on the old state to state basis, but mainly between private business people on both sides.

Anthony Robinson

Christopher Bobinski on Solidarity's position after the election shock

Out of defeat, a new purpose

The defeat last autumn of Poland's Solidarity-rooted coalition government by parties with a communist past has given the 2m-strong Solidarity Trade Union a new lease of life.

At last the movement, which proudly carries the mantle of its legendary anti-communist struggles, has regained a sense of purpose. The Solidarity Union failed to get any MPs into the powerful lower chamber of parliament and this defeat shocked it into refocusing its future as a trade union rather than as a stand-alone political movement.

Mr Marian Krzaklewski, a 43-year-old computer designer from the Academy of Sciences in the industrial district of Silesia, has led Solidarity since Lech Wałęsa left his former power base to become the President of Poland in 1992 and has learned the lesson well.

Talking in Solidarity's traditional dress of jeans and jumper, long discarded for suits and ties by those of the movement's leaders and supporters who over the past five years have gone into government or business, Mr Krzaklewski is obviously a man under a great deal of pressure.

Talking fast he reaches

repeatedly for pencil and paper to illustrate his points as he emphatically rebuts critics in the government and the media who see the union's stance as dangerously populist and risks opening the floodgates of inflation. At the same time he knows he is leading a movement whose increasingly impatient membership has experienced annual falls in real wages since 1990 and wants the trend reversed.

"The last government led by Ms Hanna Suchocka promised us that real incomes would grow by half the rate of increase of GDP," he says. "He is reaching into his files to show an agreement signed after a three-week strike in the Silesian coal mines in January 1993. "But real wages fell by 3 per cent last year while GDP grew by 4 per cent." That alone would have been enough "in Germany, Spain or Italy for a general strike," he adds.

This year people will settle for zero growth in real incomes but not a further fall, he concedes as he prepares to follow up the demonstration by 30,000 Solidarity supporters in Warsaw last month with a campaign of selective strikes

designed to force changes in government policies. But, bitterly, Mr Krzaklewski admits that it was the previous government which failed to stick to its promises on incomes which last summer prompted Solidarity, then represented in parliament, to put the motion of no confidence which led to Ms Suchocka's downfall.

But the present administration has also been in no hurry to inaugurate a standing tripartite committee of government employers and unions which was agreed with Ms Suchocka last spring to seek consensus on economic policy.

The committee, which is central to Mr Krzaklewski's hopes of establishing a stable "system" of consultation, was set up only last month after work on the stringent 1994 budget was virtually complete.

Solidarity's main tactical aim now is to press for an easing of this year's planned 28 per cent price rise for electricity and 60 per cent for central heating.

The union also wants income tax thresholds raised and wage controls removed to enable real wages to rise this year.

Mr Krzaklewski insists that he is not asking for industrial discontent grows in Poland to such an extent that the government's position is threatened.

Who would Solidarity support then? The former Solidarity-linked parties now in opposition, or President Wałęsa, the historic flag-bearer of militant Polish unionism who is gearing up for re-election in 1995? Time will tell.

through legislation enabling collective wage bargaining to go ahead at both the national and shop floor levels. This is another subject, central to Solidarity's strategy, on which the previous government dragged its heels. At present the only statutory obligation on employers is to pay a minimum wage which was set at 1.8m zlotys a month last October.

Mr Krzaklewski argues that a system of collective wage bargaining would help the government and the union to decentralise conflicts. More crucially, from the union's point of view, it would also provide a way into the private sector where Solidarity is sorely under-represented.

Mr Krzaklewski says he is not engaged in a crusade against the government because of its communist roots and can live with it, provided it is able to provide higher living standards. But he does not like the "post-communists", as he calls them, and stresses that "if they were to start infringing human rights then Solidarity would have to react".

The question that Mr Krzaklewski leaves unanswered, is what happens if industrial discontent grows in Poland to such an extent that the government's position is threatened.

Who would Solidarity support then? The former Solidarity-linked parties now in opposition, or President Wałęsa, the historic flag-bearer of militant Polish unionism who is gearing up for re-election in 1995? Time will tell.

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INDUSTRY



The 17,000 workers who pour through the arched gates of the Nowa Huta steelworks each day have one pressing question: how many of them will keep their jobs. Ten years ago the plant, which sprawls over 10 square kilometres near Krakow, employed 35,000 people.

But now production levels have been cut by two thirds. Like the rest of the Polish steel industry, Nowa Huta will spend the next few years fighting for survival. If it succeeds, its managers expect it will employ only 8,000 people.

According to Polish government assessment of the future of the steel industry last autumn, "without restructuring the domestic market could be lost and most Polish steel mills will be threatened by bankruptcy".

But to gain a share of that market, Poland's 25 steel mills,

The challenge facing the industry is that the type and amount of steel produced in the past were largely geared to the needs of the Soviet Union. That demand has now collapsed, together with much of the requirements from Polish industry.

As a result, production of crude steel slumped from a peak of 20m tonnes a year in the early 1980s to 9.8m tonnes in 1992. With the gradual economic recovery, total steel production picked up slightly last year, and the industry ministry expects it to reach 11m tonnes this year. Steelmakers will also need to invest in processing for an upsurge in domestic demand.

Fast construction booms only took about 2m tonnes a year," says Mr Wiktor Laszczyk, adviser on steel at the ministry of industry. "And a quarter of our steel used to be exported, almost entirely to the Soviet Union - those markets have gone."

The government also wants continuous casting, an energy-efficient means of production and an international barometer

of which were built before the first world war, will have to cut costs and capacity, and then modernise. On the back of a study commissioned from a Canadian consortium including consultants Ernst & Young, the government estimates that no more than 11.7m tonnes a year of liquid steel capacity is needed, even allowing for an upsurge in domestic demand.

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As well as cutting raw material and electricity costs, those changes will curb some of the pollution belched out by the steel works - they are some of the largest emitters of nitrogen oxides and sulphur dioxide in Poland.

But some of the implications of restructuring have been more controversial, in particular the Canadian Consortium's argument that at least six mills should close.

Estimates also suggest that employment might have to fall

from 147,000 to 43,000, although half the people affected might be transferred to newly-formed service and engineering companies.

Instead of complete closure of mills, the government has tended to recommend scaling down and sometimes merging. In Nowa Huta case, restructuring may mean merger with the rival giant steel works Huta Katowice to improve production of sheet steel, the government has suggested.

According to the industry ministry, the investment needed to achieve the industry's transformation runs to some \$4bn to \$5bn, \$1.8bn in capital costs and the rest in redundancy payments and management changes.

Mr Laszczyk insists, though, that "the mills will have to find the money for restructuring. The General Agreement on Tariffs and Trade prevents us giving subsidies".

The money will have to come from the mills' own resources

STEEL

A scramble to modernise

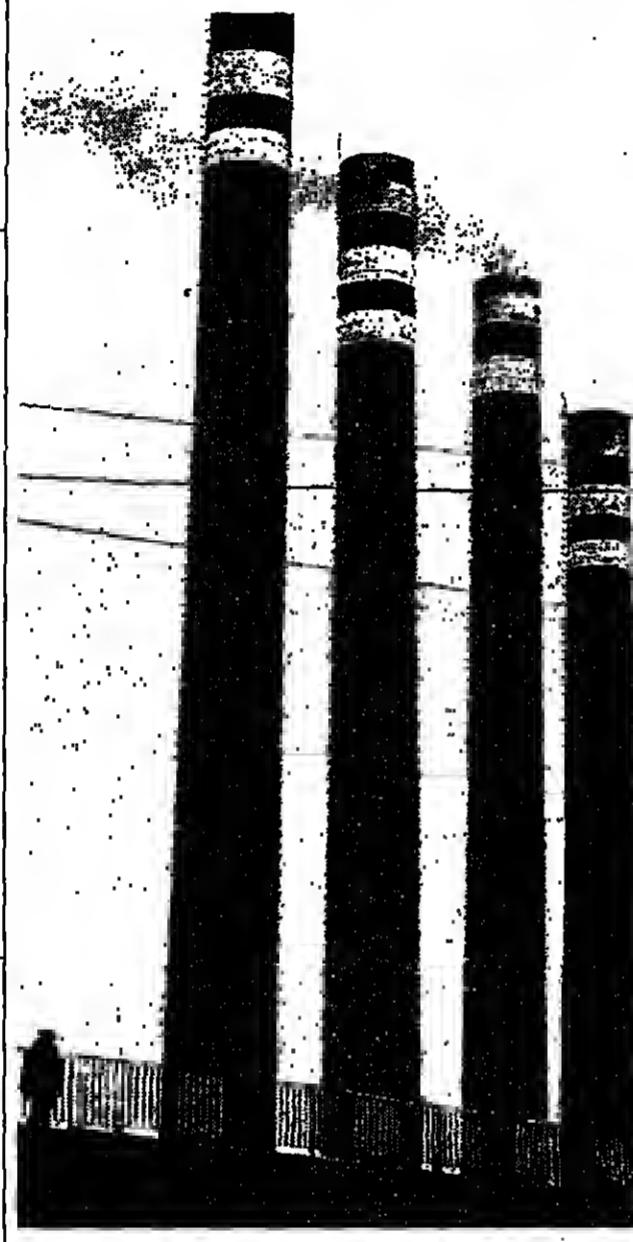
or from foreign credits, he said, although the government has indicated it may be prepared to guarantee foreign credits, as it has done at Nowa Huta and Huta Katowice.

It will also press ahead with setting up mills as stand-alone companies, prior to privatisation.

The price of failure, if the Polish steel industry fails to make this transformation, is that Poland would have to find some \$4bn to \$5bn a year in foreign currency to pay for steel imports.

"The government will not allow liquidation of the industry to happen as we could not fill that gap in foreign trade," according to Mr Laszczyk, "I am sure, therefore, that the industry will survive." The steps the industry takes in the next few years in its scramble towards modernisation will determine whether that prediction comes true.

Bronwen Maddox



How to pick a winner

If you were trying to pick a winner in the rapidly-changing Polish steel industry, how would you go about it?

That was the question facing Air Products, a manufacturer of oxygen and other industrial gases with a \$3bn turnover worldwide, trying to make its first large investment in Poland.

Air Products wanted to find a steel mill that was certain to survive the shake-out in the industry, to which it could supply oxygen. The use of oxygen instead of air in steel manufacture greatly improves the efficiency, as well as reducing environmental harmful emissions.

This is exactly the kind of investment which Polish mills will need if they are to survive the transformation under way in the industry. The government is adamant that it cannot contribute to the spending.

But "we had to be pretty sure the partner was viable", according to Mr Andrzej Zakrajewski, Air Products' business manager for Poland. The whole of the group's investment would be dependent on that one customer.

Air Products' choice was the Huta-Zawiercie steelworks near Katowice, which makes steel from scrap steel. In November, Air Products opened its two oxygen plants, supplying 100 tonnes a day, which cost DM14m.

According to Mr Zakrajewski, it suited both parties for Air

Products to carry the capital cost of building the plant. "We get a fair return for the risk" through the price at which oxygen is sold to the steelworks, he said.

The group was also keen to avoid complications of property rights and historic environmental liabilities by building the plant on the Huta-Zawiercie site, rather than buying a site of its own.

The factors that tipped the balance in the investment decision were the strides that Huta-Zawiercie has made in recent years. According to Mr Józef Lotko, technical director of Huta-Zawiercie, the capacity of the furnaces has nearly doubled since the 1970s, and it has installed continuous casting technology.

The mill has also cut jobs from 6,300 to 4,300. It expects eventually to have only about 1,500 as maintenance and engineering activities are shifted off as separate businesses.

However, since Air Products' original expression of interest, the mill has had problems. Mr Lotko says that the first quarter of 1993 saw constant stoppages because of lack of scrap steel, and the mill made losses.

The mill has now returned to profit. But Mr Zakrajewski emphasises that Air Products received no guarantees from the government about the mill's future. "In the end we made an act of faith," he says.

Bronwen Maddox

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Bronwen Maddox

■ Profile: STARACHOWICE

Star-struck town fights back

Starachowice, a socialist-style company town of 60,000 souls half way between Warsaw and Krakow, has been a classic loser from the wrenching changes which have swept across Poland over the past five years. But a new joint venture meat packing plant with 51 per cent US control, and a refinancing plan for the town's main employer, the Star truck factory, has brought the first glimmer of hope to a town where 37 per cent of the workforce is unemployed.

Most have been out of work since the Star truck plant fell on hard times three years ago. In its heyday in the mid-1970s Star turned out 20,000 trucks a year. Virtually everything in the town - central heating for homes and public buildings, the hospital, the kindergarten, the high-rise housing estates, the foundry and a cluster of sub-assembly and component plants - depended upon it.

For decades Star turned out the same old models. It had no marketing department, and did not need one. Every year a certain proportion of output was allocated to the Polish military, some were painted light khaki and shipped abroad to places such as Mozambique and Angola, and others were allocated to various Polish enterprises or exported by state-owned foreign trade corporations, mostly to other Comecon "customers".

It was a quiet life and a steady one for the 11,000 employees of Star and their families, although that did not prevent Starachowice being one of the hotbeds of the anti-communist Solidarity movement. But its real troubles began only after Solidarity ousted the communists.

First came the cut in military budgets. Then the Comecon market collapsed. Then privatisation of the former state-owned transport companies, the bankruptcy of many large state-owned companies and the preference of the emerging new private sector traders for cheap, second-hand imported vans, caused demand to collapse.

Output last year declined to 1,800 vehicles, of which nearly 60 per cent were small seven-

ton models hastily introduced in an attempt to satisfy the demand for smaller vehicles. An increasingly desperate search for a foreign partner ended without success after first Volvo then Renault failed to obtain tariff protection for their assembly operations.

Potential foreign partners were also deterred by the social problems involved in taking over an old-fashioned, highly indebted state-owned plant with strong union traditions.

Fortunately, inherited problems were not high on the agenda at the huge unfinished construction site on the edge of town which lay abandoned for nearly a decade after the government ran out of funds.

With the help of financial and other incentives from Warsaw, and lobbying by the town council led by its dynamic young mayor, Mr Grzegorz Wakendzic, the Epstein group, private, Chicago-based meat processing and engineering company with links to the Polish Diaspora, agreed to invest \$30m in completing and equipping the plant. The result was Constar, a joint venture in which Epstein teamed up with Animex, a state-owned food processing and trading company.

The new plant, which turns out 160 tonnes of processed meat a day, employs 1,400 workers and supplies most of southern Poland and export markets in the US and Europe, including Russia.

Another 100 jobs were created by a new cigarette factory which makes cheap cigarettes selling for the equivalent of 10 US cents a packet using the poorest quality Polish tobacco and reconditioned Molina cigarette-making machines which were bought as scrap. Soon the machines will be shipped to Belarus where they will be re-assembled and the Starachowice plant will be re-equipped with new machines fed with higher grade tobacco.

But the main grounds for optimism surround the future of Star itself. A financial restructuring plan has been put together by Bank Rozwoju, the Polish Development Bank, on lines similar to its highly

successful restructuring plan for the Szczecin shipyards.

The Szczecin yards have become a textbook case of a restructured loss-making state company which was restructured, made profitable and then prepared for privatisation. The Star plan hopes to repeat the performance.

The starting point was the purchase by Bank Rozwoju of Star's debt with Bank Śląski "at a very high discount", according to Mr Wojciech Kostrewa, Rozwoju's president. The bank then arranged a 94 per cent write-down of the 1,700bn złoty (\$80m) debt and accumulated interest, linked to a debt/equity swap and an undertaking by Star to repay 6 per cent of its principal debt (without accumulated interest) to creditors in 12 monthly payments.

The unions, meanwhile, agreed to a further 25 per cent cut in employment levels from 4,000 to 3,000 while the government agreed to finance severance pay.

We now hope to attract foreign investors to introduce new models. The difficulties which put them off in the past have been largely eliminated.

We can now offer a debt-free, slimmed down company with a workforce and management eager to make the plant viable," says Wojciech Dworakowski, the deputy manager.

For Zbigniew Rafalski, the Solidarity union leader at the plant, the agreement is the culmination of three bitter years for workers who have struggled hard to preserve their dignity along with the plant but have come to terms with the realisation that it will not, and should not, return to its former size or importance.

In recent weeks, management and unions have been talking to a team from KIA, the South Korean truck company, which is looking for a low cost assembly base to supply its planned expansion into European markets. But they, and the town itself, are still open to other offers both for Star, its hived off subsidiary companies, and future green-field investments.

Anthony Robinson



Zbigniew Rafalski: agreement is the culmination of three bitter years for workers who have struggled to preserve their dignity. Photo: Anthony Robinson

Advertising is changing the appearance of Warsaw

Poles begin to see the lights

On the train travelling from west to east Berlin, it was once easy to spot the frontier just by watching where the bright lights ended and the sombre gloom began.

In the past five years free market economics have begun to blur the difference as the appearance of eastern European cities changes with outdoor advertising covering the still shabby exteriors of most buildings.

In Warsaw, few have done as much to change the way the city looks as Catherine Stankiewicz, the owner of Adpol, a company which owns 200 western-style illuminated bus stops carrying advertising.

Standing on the eighth floor of the Universal building above one of the city's busiest points, Ms Stankiewicz, an attractive blonde, says she went into business once communism collapsed in 1989.

Ms Stankiewicz's first steps, like those of many Poles now in private business, was in imports of electronics goods. "We ran a bonded warehouse," she says. Now, from her office she can see a crowd of people waiting for buses and trams at her red-painted plexiglass and steel bus shelters.

The idea came to her and her erstwhile partner Mr Andrzej Litwinik, an Anglo-Pole and refugee from

Merrill Lynch in 1991, and the original six shelters came from the United Kingdom.

Now they are manufactured

in Poland and their cost makes

up the lion's share of the

company's total 30bn złoty

investment to date. Adpol still

quotes its prices in pounds

sterling as a reminder of the

early days.

Funded through bank loans the company made a small profit last year, its second full year of operation with turnover worth 10bn złoty in 1992 growing steadily. "Our turnover in the first two months of 1994 has already

reached 5bn złoty," says Ms

Stankiewicz who has received

several offers from foreign

companies ready to buy into

her firm. She refused, she says, because "this is my future". Adpol is now planning to expand into other cities such as Gdańsk on the Baltic coast.

Five per cent of Adpol's turnover goes to the Warsaw city authorities under a 15-year agreement.

The bus company, which is still owned by the city, saves on the arrangement because it does not have to clean the shelters each night. That is organised by Adpol.

Ms Stankiewicz says the advertising market is growing year by year, with more foreign companies coming in to the country and local ones increasingly appreciating the merits of trumpeting the merits of its product.

One fifth of the advertisements on the bus stops come from Polish-owned companies, the latest being a Warsaw-based fat producer which has decided to take on Unilever with its own Nova margarine brand.

But most of the business comes from the multinationals such as Philip Morris and Master Foods as dog food and tobacco via for the attention of bus travellers and motorists stuck in increasingly common Warsaw traffic jams.

Christopher Bobinski

■ BREWERIES

Taste of bitter competition to come

When Heineken recently announced its agreement to invest \$40m in Poland's Zywiec brewery it drew attention to a lively industrial sector which is making efforts to adapt to the challenges of a free market economy.

At present the industry, which produces around 14m hectolitres a year to satisfy local drinkers' 40 litres per capita annual consumption, is heavily protected by tariffs. But leading managers, such as Adam Loewe from Zywiec and Paweł Sudol at the recently privatised Poznań brewery, know that their companies have a few years at most to modernise before they come face to face with competition

from more efficient western European brewers. Competition will intensify when customs barriers come down, in conformity with Poland's association agreement with the European Union.

Brewers have had a taste of what is to come from a group of Australians led by Tony Oates, formerly Alan Bond's finance manager, who in 1991 established a \$200,000 joint venture with two brewing companies in Gdańsk and Elbląg, in northern Poland. The resulting modernisation and expansion brought output up to 1.8m hectolitres last year.

Higher output has been coupled with aggressive marketing which has seen the Australian

owned beer encroach on the Silesian market. Silesia is the beer-swilling mining and heavy industrial part of southern Poland which is the home of state-owned brewers such as Tychy and Zabrze as well as Zywiec.

Zywiec, a listed brewery, had already responded to the challenge by developing an advertising campaign designed by J Walter Thompson seeking to change the drink's image and aiming it at the prosperous young. It is more expensive than other brands giving it a higher profit margin. It also developed a nation-wide distribution organisation modelled on the methods of companies like Coca-Cola.

However, the decision by the independent-minded Mr Loewe of Zywiec to enter into the alliance with Heineken which gives the Dutch company a 25 per cent share, showed that even Zywiec with its 8 per cent market share and relatively strong profits, felt that time was running out.

In contrast, management at Okocim, the other listed brewery, found last month to its surprise that Brau und Brunnen, a leading German brewery, had secretly been buying up its equity and announced that it controlled a 25 per cent share. The German decision was taken last year after it dropped plans to build a new brewery near Brzeg in

southern Poland at a cost of DM145m (\$92m).

Foreign investment elsewhere in the industry has been delayed by a ban on sales of state-owned breweries to foreign companies. This has led to delays in privatisation of the sector which saw a sale early in 1992 of 30 per cent of the Koszalin brewery to Holsten, another German company. This was followed by a hiatus which ended last autumn with the sale of the Poznań brewery to a local investor.

Next in line is Ringnes, the Norwegian brewer, which is hoping to purchase the ailing Warka brewery.

Christopher Bobinski

At the Centre of Events.

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ENVIRONMENT



The river Vistula in Krakow is now saltier than the Baltic sea because of pollution from the coal mines of Silesia, according to the city's environmental protection department. Every day, the equivalent of 18 freight trains of salt, each with 50 cars carrying 20 tonnes, flows past the city.

Now the water in Krakow's new reservoir is deteriorating because of sewage and fertiliser contamination, and the city could run short of clean water in three to five years, environmental inspectors fear.

That is just one example of the ravages which Poland's industrialisation has made on the environment. Most damage is concentrated in the industrial heartland of the south and west, where air pollution in the late 1980s ran at five times the national average. Life expectancy for Silesian men is five to 10 years lower than the national average, at between 65 and 67 years, inspectors say, and children in particular suffer respiratory diseases.

Mr Andrzej Kassenberg, an

ecologist who sits on the environmental advisory board of the European Bank for Reconstruction and Development, says: "Restructuring of the economy provides a huge opportunity not to repeat the mistakes of the past." The question now is whether Poland can take that chance.

In the past three years there has been a dramatic improvement in air quality, but the cause is the collapse of old industries, not environmental spending. According to Mr Konrad Turzanski, of the environmental protection inspectorate in Krakow, emissions of dust and sulphur in the region are around a third of their level in the mid 1980s partly because power plants are operating at a third of capacity.

But as national figures show, water pollution continues to worsen, and the problem of disposing of the cities' solid waste is increasing. Meanwhile, rural areas lag behind: only 5 per cent of households in villages have plumbing and 2 per cent sewage treatment, compared to a third of quarters of the

total in cities. Government strategies for tackling these problems have so far had less impact than economic slump. Poland's elaborate system of environmental charges and penalties is under strain and only partially enforced.

Under these rules, regions can charge companies for emitting pollution, and fine them if they break standards. The regional environmental protection funds which receive the money give 40 per cent to the national environment fund in Warsaw, 10 per cent to local communities, and then are free to spend the rest on local projects for improving the environment. The national fund receives some 7,000m zlotys a year from pollution charges.

But as the funds are handicapped by some companies' inability to pay. According to Ms Anna Zawiejska, deputy-director of the Katowice environment department, the coal mines are particular offenders.

Nor can they afford to invest in water treatment plants to remove the salt.

She points out, too, that if a struggling industrial plant which has not paid its environmental charges is taken over "the buyer wants any liabilities to be cancelled".

The heart of the problem is the threat that environmental spending appears to pose to



Fuming chimneys: a metallurgical factory in Chorzow spews gases into the atmosphere

jobs. Mr Jerzy Wertz, director of the environmental protection department in Krakow, estimates that 120,000 people are dependent on the Nowa Huta steelworks. "It is by far the most important employer in the region, he says.

Environmentalists and local

steelworks at Bytom closed. Now they want it to stay open". Environmental groups say most interest in "green" issues is found among educated people in private companies. They are unlikely to bring political pressure to bear on these regional dilemmas.

Some of the recent economic restructuring also poses a threat to the environment. Mr Andrzej Wiertel of the National Foundation for Environmental Protection, a Warsaw-based environmental group, is worried that the loosening of controls on farmers will lead to more tree-felling.

"In the past, rules were enforced. Now we have to persuade people that it is in their interest to protect the environment. It is more democratic but takes longer," he says.

Hopes for environmental improvement are pinned on a gradual increase in energy efficiency as more modern factories replace the old, and on better enforcement of regulations.

Mr Jan Wrobel, a director at the national ministry of environmental protection, says he

Air pollution and river quality	
	1980 1992
AIR POLLUTION (tonnes per km ²)	
National average	9 6
Sulphur dioxide	8 2
dust and	
carbon particles	95 10
Silesia	
Sulphur dioxide	143 55
dust and	
carbon particles	95 10
RIVER QUALITY	
% of river lengths	
ranked as	
Class I (cleanest)	6 2
at failing to be	
classified because	
of pollution	36 60

Source: Environment Ministry

can understand environmentalists' fears that companies invest in Poland to take advantage of lax environmental standards. But in the long run, he argues, these fears are unfounded. Poland's standards will be brought up to those of western Europe. "We do not allow factories to come into being which break the rules."

But others remain sceptical. According to Mr Kassenberg, "my fear is that if Poland becomes a European tiger, as some people say, air pollution will go back to where it was".

Bronwen Maddox

Bronwen Maddox visits an unspoiled wilderness where wildlife abounds

Where the bison roam free

The long, scuffed tracks in the snow between the trees give some warning. But it is still a shock when the black, shaggy bulk of a bison, one of the largest and rarest wild creatures in Europe, emerges out of the forest shadows at the roadside.

Poland's environment contains some of Europe's extremes: Silesian flint in the south-west, and undisturbed wilderness in the east.

The government is keen for the wilder regions to attract tourism. But while Polish environmentalists are worried about the impact of development, so far the remoter regions remain astonishingly unspoilt.

Two hours east from Warsaw, the road becomes entangled in the Biebrza marshes - 100 kilometres of peat bog, the largest in Europe.

Naturalists recite its catalogue of wildlife with reverence: 36 species of fish and 235 species of birds, which make it a stopping point on the north-south migration routes.

When it floods in the spring, it becomes half land, half water; horses become stranded trying to cross it, people resort to dinghies, and only the marshes' 400 wild moose, with huge, splayed hooves, can venture across safely.

The real heart of the Polish wilderness, however, is still further east.

The Bialowieza, Europe's last primeval forest, is a dark, ungroomed tangle of oak and ash, straddling the border with Belarus.

For years the region has been a twilight zone of half-forgotten villages connected by potholed roads. The ethnic and

religious homogeneity of much of Poland yields to a central European medley: the small Ukrainian and Belarus communities are marked by the domed spires and double-barred crosses of Orthodox churches.

The region's isolation has helped preserve species rare elsewhere. Golden-beaked eagles crouch in the grass; over 300 dead chickens, while wild boar gouge troughs in the snow looking for nuts, and the deeper forest recesses conceal lynx and wolves.

Mr Zbigniew Krasinski, head of bison research at the reserve, says: "We are looking for signs of problems because the genetic pool is so small, such as a drop in fertility or physical deformation. But so far we have found none."

Poaching is a concern - hunters do not attack the bison

After careful breeding, there are now 250 bison roaming the forests in dozen-strong bands, 37 in compounds at the forest's centre, and another 300 on the Belarus side of the border.

Taller and slimmer than the North American buffalo, their heads are larger and thrust further forward. Adult males weigh up to 1,000 kilos, with foot-long pointed horns. "They have a wild temper - there is no possibility of a person touching them," say the foresters.

Mr Zbigniew Krasinski, head of bison research at the reserve, says: "We are looking for signs of problems because the genetic pool is so small, such as a drop in fertility or physical deformation. But so far we have found none."

Poaching is a concern - hunters do not attack the bison

directly, but their snares entangle the animals' muzzles and hooves.

So is the antagonism of farmers bordering the forest, whose crops are regularly raided by adventurous herds.

The reserve exports as many

bison as it can to other regions of Poland and abroad.

However, it still must shoot several dozen a year to keep the population stable. The staff "pick the ones with defects - those which are weaker, or

were late calves, or limp", says Mr Krasinski.

Bialowieza has rejected the route taken by other Polish reserves in the north-east and south-east where hunters are permitted to pay to shoot the bison for sport.

According to Mr Krasinski, the right to shoot a large bison with impressive horns - "a gold model" animal - fetches about DM1,000 (\$6,250).

"Maybe shooting would be profitable but there is a strong lobby of environmentalists who say 'not in the Bialowieza - you can't shoot the king of forest in his castle,'" says Mr Krasinski.

That decision leaves the reserve with slender finances. It enjoyed 100,000 visitors a year before 1990, mainly large expeditions from state factories, but now receives only 60,000, of which only 5,000 come from outside Poland.

The foresters are sanguine, however. "We don't want mass tourism here", says Mr Krasinski. "Sure, money is a problem but somehow we always manage."



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